

Research Foundation of the City University of New York ^{*}the IRS has yet to announce the annual HCR maximum for 2020. If they increase the max it will be an additional \$50.00.

Section 125 Flexible Spending Plan Highlights and Enrollment Instructions

- Start Date: • January 1, 2020
- Plan Year: • January 1 to December 31
- Eligibility: • 20 hours per week (regularly scheduled)
 - HCR – 90 days of employment
 - DCR – Upon date of hire.

You do not have to be enrolled in your employer's group health plan to enroll in this Flex Spending plan.

- Annual Elections: • Health Care (HCR): \$250.00 minimum/ *\$2,750.00 maximum
- Dependent Care (DCR): \$250.00 minimum/ \$5,000.00 maximum

Limited Health Care: • Limited HCR: For you or your spouse enrolled in an HSA. Submit vision & dental claims until the IRS HSA minimum deductible is met. Once deductible is met all customary HCR expenses are eligible.
IRS HSA minimum deductible is \$1400.00 single / \$2800.00 family

2 ½ Month Grace Period*: • Eligible HCR & DCR expenses can be incurred up to 2 ½ months following the end of the plan year and applied to any remaining account balance in the prior plan year.
*The 2 ½ Month Grace Period & Year End Run-off Period Run Concurrently

Monthly Elections: • Transportation - \$270.00 maximum per month
(Subject to change 2020) • Qualified Parking - \$270.00 maximum per month

Year End 90 Day Run-off Period*: • Reimbursements can be submitted up to 90 days following the end of the plan year.

Claim Reimbursement: • Processed weekly (\$20.00 minimum reimbursement)
Reimbursement Type(s): • Check
Plan Year Payroll Deductions: • 24
Date of 1st Deduction: • January 1, 2020
Your ABS Account Manager is: • Rosanne at ext. 413 (Rosanne@abs125.com)

Here's How to Enroll in Your Section 125 Plan Follow these simple steps:

1. If you meet the eligibility requirements, please complete the Enrollment Form.
2. Estimate your annual reimbursable health-care/dependent-care related expenses using the worksheet on the back of the enrollment form.
3. If you use the Dependent Care Auto-Affidavit a new form must be completed for the new Plan Year.
4. ***Enrollments should be done through My Payroll and Benefits by November 25, 2019.**
**Last enrollments will need to be submitted by paper and may result not be processed timely.*

Questions? Need Help? First, read the "How to Save on Medical & Child Care Expenses" employee handbook. If you do not have one, contact Human Resources, visit us on the web at www.abs125.com, check out the [ABS Mobile App](#) or call 1-877-732-8125 from 8:00am to 5:00pm E.S.T. Monday through Friday.