

Guide to Benefit Spending Accounts

Rev. 12/22

Benefit	Funding Timeframe	Can I change my election amount during the year?	Use it or lose it? When must it be used?	Rollover eligibility	Claim Submission Deadline	Portable
Health Savings Account (HSA)	Per Pay	Yes	No	Yes	N/A	Yes. Unused funds are always yours to keep
Flexible Spending Account (FSA)	Upfront	No. Changes can be made only if you have a qualified life event	Yes	Up to \$610 in unused funds – anything above that is forfeited at end of the year	March 31 of the following year to submit claims for the previous year	No. Unused money forfeited if you leave Benesch unless you sign up for COBRA. If not electing COBRA you have 90 days from your last day as an active employee to submit any claims.
Dependent Care FSA	Per pay	No. Changes can be made only by discrimination testing results, life qualified event or change in childcare costs	Yes	No	March 31 of the following year to submit claims for the previous year	No You have 90 days from your last day as an active employee to submit any claims
Commuter FSA	Per Pay	Yes	No	Month to Month	180 Days	No You have 90 days from your last day as an active employee to submit any claims
Life Insurance / AD&D	Per Pay	No. Changes can be only made during open enrollment	No	No		Yes