



US Benefits

COVID-19 UPDATE – FLEXIBLE SPENDING ACCOUNTS Effective April, 2021

To assist with the nation's response to COVID-19, the IRS has updated legislation that allows employers to approve mid-year changes to Flexible Spending Account (FSA) elections for the 2021 plan year without experiencing a qualifying life event.

- Active employees will be allowed to use unspent 2020 Healthcare (HC) and Limited Purpose (LP) FSA funds through the end of 2021.
- Active employees may use unspent 2020 Dependent Care (DC) FSA Funds through the end of 2021.
- For calendar year 2021 only, the Dependent Care (DC) FSA limit is increased from \$5,000 to \$10,500. For married individuals filing separate tax returns, the limit is increased from \$2,500 to \$5,250.
- VMware will not allow reimbursement of any FSA account after employment termination. The dependent age for DC FSA will remain up to age 13.

These updates allow employees to opt-into an FSA plan or increase or decrease a current FSA election for the 2021 plan year. Any election changes will be effective from the date of request, and contributions made before this date **cannot** be refunded.

Please review your current 2021 benefit elections carefully in [Workday](#) to ensure that your FSA plan elections and annual goal amounts meet the requirements for you and any family members for this calendar year. If you would like to update your FSA elections, please note that you are limited to **one** event change, known as **pandemic mid-year** change in Workday. Unless you experience a qualifying life event, any updates you submit at this time will be in effect through 12/31/2021. Please follow these [steps to enroll in, increase or decrease FSA coverage in Workday](#).

Important note

If you are currently enrolled in the General-Purpose FSA or Limited Purpose FSA, and you are decreasing coverage, **you MUST have an underspent account**. This means that your account with TRI-AD must have a balance that exceeds any eligible expenses that you incurred or claimed before the change effective date. **Please review your account balance before submitting any change request. Failure to do so may result in future adjustments to your payroll deductions.** Access your account activity by using the [TRI-AD app](#) available through Workspace ONE or visit the [TRI-AD website](#).

For further assistance, you may contact [HR Source](#).

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