



COVID-19 Updates to FSA, HRA, HSA & Transportation Plans

As a result of the CARES Act (COVID-3 Stimulus Bill), enacted on Friday, March 27, 2020, here are some of the changes that affect your pre-tax benefit plan:

OTC PRODUCTS NOW REIMBURSEABLE WITHOUT A PRESCRIPTION & FEMININE HYGIENE PRODUCTS - NOW ELIGIBLE FOR REIMBURSEMENT!

Over The Counter (OTC) Drugs are now eligible for reimbursement under your Health Care FSA, HRA, and HSA **without a prescription**. Some common examples are:



- Aspirin
- Tylenol
- Cough, Cold, & Flu Medications
- Allergy Medications

Feminine Hygiene Products are now eligible. Some common examples are:

- Tampons
- Pads
- Liners
- Menstrual Cups & Sponges

Take some time to track down your receipts - these expenses are eligible retroactive to January 1, 2020!

Note: While you may submit these OTC items for manual reimbursement now, the debit card may not work at specific merchants for up to 4-6 weeks while stores update their systems.

- 121 Benefits is in the process of updating the online Eligible Expense Searchable List and all other eligible expense documents.
- The FSA Store, the on-line retailer available through a link on our website, is also in the process of updating their website with the new requirements.

COVID-19 TESTING EXPENSES

COVID-19 Testing is now covered under all major medical plans with no copays, coinsurance, or deductibles. You can get tested at in-person clinics, Emergency Rooms, Urgent Care Centers, and Telehealth visits.



FSA UPDATE: HEALTH CARE & LIMITED PURPOSE ACCOUNTS

If you are laid off, or your hours are being reduced and you are losing eligibility for benefits as a result, you may elect COBRA to continue your Health FSA or Limited Purpose FSA on an after tax monthly basis, provided that your account is underspent (total contributions are more than total claims paid to-date).

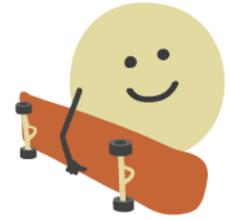
If you are on a paid furlough or leave and your employer is keeping your benefits active, you are not able to change the election since you are still eligible for the FSA.

If you are on an unpaid leave of absence or furlough you may be able to continue your coverage on an after tax basis during the leave or upon return (by taking payroll deductions for the premiums missed). Unless you lose eligibility for benefits during the leave, you won't be able to change your election.

To discuss your specific situation and its impact on your pre-tax benefits, please contact your employer or Human Resources Department.

FSA UPDATE: DEPENDENT CARE

Has your dependent care situation changed? You may be eligible to change your Dependent Care election amount or stop contributing altogether. Most updates must be made within 30 days of the situation change, and there are no refunds allowed for previous contributions. Remember that any change must not be less than total contributions made to-date.



TRANSPORTATION ACCOUNT CHANGES



If you have moved to working from home, now is a great time to put your Parking or Transit Pass on hold! Updates can be made at any time throughout the year, so you'll be able to re-activate this benefit once you are back in the office. If you have switched to parking vs. public transportation, you can elect the parking account.

You may stop or reduce contributions to either the parking or mass transit account at any time during the year. In some cases, individual merchants may offer refunds for contracts paid for March, April or future months that will go unused. Make sure to check with your parking or transit provider and inquire about getting a refund made directly to your debit card or other credit card. Merchants may have restrictions on the amount and timing of refunds. Please note that refunds apply only to payments made for contracts between merchants, not contributions deducted from pay checks.

HEALTH SAVINGS ACCOUNT UPDATES

The IRS extended the deadline for participants to make after tax contributions to 2019 HSAs to July 15, 2020 to stay consistent with the extended tax filing date. In addition, if you are laid off and receive unemployment benefits, you may use your HSA funds to pay for health insurance premiums under COBRA.



ELIGIBLE EXPENSE LIST

Were you planning on using your benefits for a service or surgery that's been cancelled or postponed? No worries! There are still lots of ways to use your funds. Just check out our website www.121benefits.com for an eligible expense list, and don't forget to reschedule your appointments once providers start seeing patients again.

DIRECT DEPOSIT, ONLINE TOOLS & FSA STORE

Now is a great time to sign up for Direct Deposit! Receive your funds quickly and easily while complying with the Stay at Home requirements.

Log in to your individual account or download our mobile app, *Benefits by 121 Benefits*, to take advantage of our online tools! Easily file claims, request HSA distributions, upload debit card documentation, sign up for direct deposit, and update your notification preferences (via text or email).

There is also a link to the FSA Store on our website which sells only FSA, HRA or HSA eligible items.

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Coupon expires 4/1/2021

We will continue to keep you up to date with any and all future changes as they happen. If you have any questions, feel free to contact us at (800) 300-1672.