

Health FSA Rules to Remember



FSA Carry Forward

Participants enrolled in the 2025 Health Care FSA can roll over up to \$660 of unused Health Care FSA funds into the next plan year.

Use or Lose Rule

You will lose the remaining balance over the current carry forward limit at the end of your plan year.

Example: You have \$700 in your Health FSA and your plan year is ending soon. Since your plan has the carry forward provision, you can roll over \$660 into the next plan year. But, you'll lose the remaining \$40 in your account if you don't use it by the end of your plan year. Make sure you exhaust those funds to avoid losing any money!

Questions?

Contact P&A's Participant Support Center.

Hours: Monday - Friday, 8:30 a.m. - 10:00 p.m. EST.

PH: (716) 852-2611

WEB: padmin.com

MAIL: 6400 Main Street
Suite 210
Williamsville, NY 14221



What is the Health FSA Carry Forward?

Employees who enroll in the Health Care FSA no longer have to worry as much about losing unused funds at the end of the plan year! For 2025, you can roll unused funds - up to \$660 - into the next plan year. Your carry forward account will continue to roll over until the amount is exhausted. The maximum carry forward amount is indexed annually.

PLEASE NOTE: The carry forward only applies to the Health Care FSA; it does not apply to any other accounts.

How Claims Will Be Paid (2024 & 2025)

- If you have a balance in your 2024 account, you can submit claims for expenses incurred in 2024 until your run out period ends. Please refer to your plan summary to see your plan's specific run out date.
- After your run-out period for 2024 ends, any leftover money in the 2024 FSA will be available in a new account labeled FSA Carry Forward.
- Claims with dates of service in 2025 pay from the 2025 FSA first then, when funds are exhausted, the 2024 FSA Carry Forward account.

Important Tips

- Your P&A Benefits Card will automatically know which account to deduct from when you use it.
- Your 2025 account will always be used first for 2025 expenses. Only after your account is exhausted will your carry forward account be used.
- Check your account balance anytime by logging into your account at padmin.com or by downloading our app. To get the app, search "P&A Group MyBenefits" on the App Store or Google Play.

