

Fringe Benefit Time Frames

Are the employers responsible for the admin fees for the months in the extended runout period for both active and terminated employees?

Infinisource will invoice you only for the letters that must be mailed to eligible participants. You will not incur additional monthly per participant fees.

Will Infinisource be notifying groups and/or participants of these tolled timeframes?

Yes, we will be sending letters to the participants that have available balances and/or are still within the appeals timeframe.

How will we determine who was affected and lost money due to not filing timely?

Infinisource is reprocessing any claims that were denied due to being submitted outside of the runout period. No additional action is needed by the customer or the participant.

Do the runout periods and claims appeal timeframe also work for HRA the same as FSA/HSA?

The appeal timeframe applies to FSA and HRA plans.

Will updates to SPD's and Plan Documents need to be updated or an SMM?

Updated plan documents and SMMs are not required. Infinisource will send eligible participants appropriate communications.

Do these new changes apply to municipalities and churches and other non-ERISA plans?

No, they do not apply.

Do employees have more time to incur 2020 FSA expenses in 2021 since they may not have been able to use it during the breakout period this year?

Current guidance has not changed plan years or plan terms. Notice 2020-01 has merely extended the window for claims submissions.