



ALLEGIANCE ADVANTAGE

On May 12, 2020 the IRS released guidance (in the form of [Notice 2020-29](#)) to allow temporary changes to Section 125 cafeteria plans to assist with the response to the COVID-19 outbreak.

Your employer's plan has been amended to allow the following election changes.

- **Healthcare and Dependent Care FSA** – You can revoke, increase, decrease or make a new election on a prospective basis without a qualified event.
 - o **Revoke Election** – You can reduce your election to an amount not less than contributions made or reimbursements received, whichever is greater.
 - o **Increase Election** – You can increase your election not to exceed the annual plan maximum allowed.
 - o **Decrease Election** - You can reduce your election to an amount not less than contributions made or reimbursements received, whichever is greater.
 - o **New Election** – You can make a new election not to exceed the annual plan maximum. New elections are on a go forward basis.

Mid-year changes can only be made through the end of the current plan year.