

## **Permissible Health Care and Spending Account Plan Changes Under the Consolidated Appropriations Act, 2021**

In response to the pandemic, the Consolidated Appropriations Act of 2021 (the “Act”) was signed into law on December 27, 2020, and provides – among many other items – temporary relief for certain health and welfare programs. Pursuant to the Act, IRS Notice 2021-15 and other applicable regulatory guidance, below are permissible changes under the Exelon health care and Flexible Spending Account (FSA) programs. The following changes can only be made on a prospective basis beginning March 12, 2021.

### **2021 Medical Coverage Elections**

- You may make an election to enroll yourself and your eligible dependent(s) in Exelon medical coverage if you previously declined coverage.
- You may make an election to add your eligible dependent(s) to your medical coverage for any reason.

*These special mid-year elections are only permitted for the 2021 plan year.*

To make these special medical election changes from March 12, 2021, through December 31, 2021, contact Exelon HR Services at 1-877-7EXELON (1-877-739-3566).

### **2019 Health Care FSA Claims Deadline**

- For participants who made contributions to a Health Care FSA in 2019, the deadline to submit eligible health care claim expenses incurred from January 1, 2019, to March 15, 2020, has been extended to **May 31, 2021**.

### **2020 FSA Extended Grace Period to December 31, 2021, and Extended Claims Deadline**

- For participants who made contributions to a Health Care FSA in 2020, the deadline to submit eligible **health care claim expenses incurred from January 1, 2020, to December 31, 2021,** (extended from March 15, 2021) is **May 31, 2022** (extended from May 31, 2021).
- For participants who made contributions to a Dependent Care FSA in 2020, the deadline to submit eligible **dependent care claim expenses incurred from January 1, 2020, to December 31, 2021,** (extended from December 31, 2020) is **March 31, 2022** (extended from March 31, 2021).

*Note: The extended grace period effectively allows participants additional time (until December 31, 2021) to incur eligible claims against their 2020 spending account plan year balances.*

### **2021 FSA Prospective Election Changes**

- If you are not currently participating, you may elect at any time in 2021 to begin contributing to a Health or Dependent Care FSA prospectively and you will be able to submit eligible expenses incurred beginning January 1, 2021.
- If you are currently making contributions to a Health Care FSA or Dependent Care FSA, you may elect to increase or decrease your existing election prospectively without regard to a qualifying change of status such as marriage or birth or adoption of a child.
  - The following election changes are permissible through December 31, 2021.

- You may increase or decrease your election to a Dependent Care FSA.
- You may increase your election to a Health Care FSA.
- You may decrease your election to a Health Care FSA through October 31, 2021.
  - Please note, your total Health Care FSA contribution for 2021 may not be less than the total amount that you have already been reimbursed for in 2021.
  - If your total reimbursements exceed the amount that you have contributed through October 31, 2021, your paycheck contributions will be adjusted in the fourth quarter such that your total contributions equal your total reimbursements for 2021.

*To make an FSA election change under the new guidance as described above, please contact Exelon HR Services at 1-877-7EXELON (1-877-739-3566).*

Please note that these special mid-year changes are only permitted for the 2021 plan year and any other changes can only be made during the annual open enrollment period unless you experience a qualified status change.

#### **Increased Age Limit Under Dependent Care FSA**

- Although current rules limit reimbursement of qualifying dependent care claim expenses to children under age 13, recent legislation temporarily raises the maximum age an extra year to children under age 14 for children who “aged out” during the pandemic. To qualify for this relief, you must have enrolled in the Dependent Care FSA prior to January 31, 2020.

For questions about a particular deadline or change, please contact Exelon HR Services at 1-877-7EXELON (1-877-739-3566).

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