Flexible Spending Account FAQs

2021

Temporary Relief for COVID-19

The State of North Carolina has added temporary provisions to your Flexible Spending Account plan under the Consolidated Appropriations Act of 2021. These provisions will help provide temporary relief to Health Care FSA and Dependent Day Care FSA participants. Below is a summary of the temporary changes to your FSA plan.

THE HEALTH CARE FSA CARRY FORWARD LIMIT IS TEMPORARILY REMOVED

Under the new legislation, the maximum carry forward limit of $550 is temporarily removed, which allows you to carry forward any unused funds from your Health Care FSA (you must have a minimum balance of $25 to carry forward). This provision was applied to your 2020 plan and will be applied to your 2021 plan. If you had unspent funds in your 2020 Health Care FSA, those dollars were rolled into your 2021 Health Care FSA. If you have unspent funds in your 2021 Health Care FSA at the end of the year, as well as unspent funds still left over in your 2020 Health Care FSA, those funds will roll over into the 2022 plan year.

YOUR DEPENDENT DAY CARE FSA GRACE PERIOD IS EXTENDED BY 12 MONTHS

Your Dependent Day Care FSA grace period, which gives you additional time to incur eligible dependent day care expenses and use your account, is typically March 15. Under the new provision, however, your grace period is extended for 12 months after the plan year ends, which is December 31.

For the 2020 plan, your Dependent Day Care FSA began on January 1, 2020. With the temporary 12-month extension, you have until December 31, 2021 to use your 2020 Dependent Day Care FSA funds. For the 2021 plan, you have until December 31, 2022 to use your 2021 Dependent Day Care FSA funds.

FSA Rules

1. If I don't use all of the money in my FSA(s), can I get it back or roll it over for the next year?

   With the temporary removal of maximum carry forward limit, you can carry forward any amount of unused Health Care FSA funds into the 2022 plan year, provided you have a minimum balance of $25. You are not required to re-enroll in the next plan year in order to access rollover funds. Please note that this rollover feature only applies to the Health Care FSA .

   Any unused money in your Dependent Day Care FSA cannot be refunded to you or rolled over into the FSA for the following year. However, the temporary extension of the grace period gives you additional time to use your 2021 funds. For the 2021 plan, you can incur eligible expenses from January 1, 2021 until December 31, 2022.

2. Can I transfer my Health Care Flexible Spending Account (HCFSA) balance to my Dependent Daycare Flexible Spending Account (DDCFSA)?

   No. You may not transfer balances between your Flexible Spending Accounts. The money in each account may only be used for that account's eligible expenses. Please plan carefully.

3. If my spouse is contributing to a Health Savings Account (HSA), can I elect the NCFlex Health Care FSA?

You will have to choose between either the NCFlex Health Care FSA or your spouse's HSA. Here's why: IRS regulations will not let your spouse contribute to an HSA if you participate in the NCFlex Health Care FSA. The FSA covers first dollar medical expenses of your spouse. This means your spouse has other medical coverage (the FSA) that can cover his/her expenses, regardless of whether the deductible has been met or not. Your enrollment in a FSA would make your spouse ineligible to contribute to his/her HSA. It doesn't matter if you never submit medical expenses from your spouse. It's enough that those expenses are considered eligible under your FSA. Because of this IRS regulation, you and your spouse need to determine the best option for your situation- your NCFlex Health Care FSA or your spouse's HSA.

4. With FSA reimbursements received through direct deposit, what do I do if I switch banks or change bank accounts?

   You must change your bank account information directly with your HR/payroll system. Changes are then submitted electronically to P&A Group for processing.

FSA NCFlex Convenience Card

Reminder: you can use the NCFlex Convenience Card to pay for eligible dependent care expenses, up to the amount available in your account.

5. I thought I had to sign up for a Convenience Card, but I've also heard that all participants will get a card automatically. Which is the case?

   If you enroll in a Health Care Flexible Spending Account or a Dependent Day Care FSA, you will automatically receive the NCFlex Convenience Card free of charge.

6. How do I activate my card?

   Your card is automatically active upon first use.

7. Is there a charge for replacement cards? Can we obtain a card for a dependent/spouse?

   P&A Group does not charge for a lost, stolen, replacement or dependent/spouse cards. Debit cards for a spouse and/or dependents over the age of 18 are available and can be ordered electronically online at ncflex.padmin.com. If you need assistance ordering a new card, please contact P&A Group's Customer Service Team (see page 5 for contact information).

8. If I use up all my FSA money, can I throw away my card?

   No, cards are good through three years from the date of issue and will not be automatically re-issued each January. The expiration date is also located on the front of each card. (Remember to re-enroll in the FSA during each annual enrollment period!)

Claim Submission

9. How do I submit a claim for reimbursement*?

- Mobile App
  Download our mobile app to manage your account on-the-go. Search for "P&A Group" on the App Store or Google Play to download the app. Then, log into your account to submit claims.
- Electronic Upload
  Submit a claim directly from your smartphone or computer. Capture a picture of your receipt or supporting documentation, and log into your P&A account from your mobile device, tablet or computer at ncflex.padmin.com. You can submit a claim request and upload the image of your receipt/documentation from your picture/document gallery. You can also complete an FSA claim form and submit via fax or mail.
- Fax: Toll- free (877) 213-8917
- Mail: P&A Group, Attn: State of North Carolina FSA Plan
  17 Court Street, Suite 500 Buffalo, NY 14202

* Remember to complete all required information and sign your FSA claim form. Unsigned claim forms cannot be processed and will delay your reimbursement. When submitting documentation for debit transactions, please remit a copy of the MBI Receipt Notification Letter. Please submit to the dedicated fax number and address listed on the letter for faster service.

10. What type of documentation do I need to submit?

You must submit an itemized receipt or an Explanation of Benefits (EOB) if covered by your insurance, along with a claim form. Remember you must sign and submit the claim form via mail or fax, along with your documentation. For NCFlex Convenience Card users: You only need to submit sufficient documentation if P&A Group requests this information to you directly. If you do not receive communication sent to you, P&A has approved the transaction. If P&A Group requests documentation and it is not received within 40 days of the incurred date, card privileges will be suspended.

11. What is the deadline for submitting 2021 claims for my HCFSA and DDCFSA?

The deadline to submit claims for the 2021 plan year is March 31, 2023.

Dependent Day Care FSA
Claims with dates of service from January 1, 2021 through December 31, 2022 must be submitted to P&A Group by electronic claim upload, fax or mail by March 31, 2023.

Health Care FSA
You can submit claims for expenses incurred between January 1, 2021 – December 31, 2021 provided you remain in the plan for all of 2021. After December 31, 2021, unused funds will be rolled over into the 2022 plan year, provided you have a minimum balance of $25. If you have a rollover from your 2021 account and re-enroll in the 2022 plan, your NCFlex Convenience card will reduce any remaining balance from your 2022 account balance first, then the 2021 FSA carry forward account.

12. Can I check my claim status online? What is the web address and how do I log on?

Yes, you can check your claim status and view account details online when you log into your account at ncflex.padmin.com. (If this is your first time logging in, click the "first time logging in" hyperlink to set up your unique login credentials.) You can also receive claim status updates through text messages by updating your account

profile with your mobile number. Once completed, text the code CLM to the number 70626 and receive a text message with your claim update.

13. What will the turnaround time be for claims processing?

    P&A Group processes claims 24 hours a day/7 days a week. Claims, on average, take 3-5 business days for approval and, pending the availability of funds for the Dependent Day Care FSA, reimbursements are issued to the participants the next business day.

14. What is the HIPAA authorization form and why do I need to fill one out?

    This form authorizes another person to have access to your protected health information. If you are unable to contact P&A Group regarding your personal claims information, this completed form will allow P&A Group to share some of that information with your named representative. For instance, let's say that you enroll in the NCFlex Health Care FSA. Your spouse uses the account for an eligible medical expense and later has a question about a claim for the expense. Your spouse contacts the P&A Group about the inquiry. P&A can't speak to your spouse because you have not signed the HIPAA authorization form, which essentially says that the account holder (in this case, you) gives permission for a named representative to inquiry about any claims associated with the account.

    Completing this form is important because it allows a designated person to speak on your behalf. Please visit ncflex.padmin.com and log into your P&A account to fill out the HIPAA authorization form electronically. This is the fastest and easiest way to submit the form. You can also access the NCFlex HIPAA form at ncflex.org and submit the form via fax or mail to the appropriate vendor.

Claim Reimbursements

15. Is direct deposit mandatory or can a live check be issued?

    Direct deposit is a mandatory requirement per the State of North Carolina.

16. Is documentation still required on all Convenience Card purchases?

    No. P&A Group will notify the participant of any NCFlex Convenience Card purchase that needs documentation. If P&A Group does not request documentation from you via mail or e-mail, you do not need to substantiate the Convenience Card purchase. If P&A Group does notify you, please follow the instructions on the letter you receive.

17. Is there a way I can be notified when there's been activity on my account (Convenience Card use, claims status, etc.)?

    Yes, if your e-mail address is provided to P&A Group, notifications are sent to you regarding Convenience Card usage, claim submission, claim denial, claim reimbursement, and periodic account balance statements.

18. I received a notice that a reimbursement was sent to my bank on x/x/xxxx, but when I checked my bank balance online, it wasn't there. Why?

    There could be a few reasons for this. Upon receipt of banking information, P&A Group verifies all banking information and will receive a notice back from your banking institution when the account has been verified. This process may take up to five days. Once this is received from your banking institution, all reimbursements will be sent to you via direct deposit. If your bank account is successfully updated and there is still a delay, it may be a

timing delay of when your banking institution processes funds from P&A Group. It may take on average 2-4 days for your banking institution to process funds. If there is a longer delay, you may contact P&A Group, who will contact your banking institution.

19. If I need to re-pay the plan for an ineligible expense, where do I send my NCFlex Convenience Card repayments?

P&A Group, Attention: State of North Carolina FSA Plan
17 Court Street, Suite 500
Buffalo, NY 14202

Make checks payable to P&A Group. Please include a copy of the NCFlex Convenience Card letter with your repayment.

P&A Group Contact Information

Customer service hours are Monday – Friday, 8:00 a.m.- 10:00 p.m. EST.

Website: ncflex.padmin.com

Customer Service: Toll-free (866) 916-3475

Receive your account balance via text message. Update your P&A online profile with your mobile number by logging into your account, and then text the word BAL to the number 70626.