

IMPORTANT 2015 YEAR-END REMINDERS for Flexible Spending (FSA) and Health Reimbursement Accounts (HRA)

ALL EMPLOYEES who have an FSA and/or HRA, the following deadlines apply:

Medical Care FSA – If you enrolled in a Medical FSA and have not spent down your balance by 12/31/2015, you may incur expenses through the grace period which ends on 3/15/2016. You have until 4/30/2016 to submit receipts for reimbursement of eligible expenses provided they were incurred between 1/1/2015 and 3/15/2016. **Unspent Medical FSA funds will be forfeited.**

Dependent Childcare FSA – If you enrolled in a Dependent Childcare FSA, you have until 04/30/2016 to submit receipts for reimbursement of eligible expenses provided they were incurred between 1/1/2015 and 12/31/2015. **Unspent Dependent Childcare FSA funds will be forfeited.**

Health Assessment Tool (HAT) HRA Account: If you earned a \$200.00 HRA for completing the HAT, you have until 3/31/2016 to submit receipts for reimbursement of eligible expenses provided they were incurred between 1/1/2015 and 12/31/2015. **Unspent HAT HRA funds will be forfeited.**

Employees who are represented by the SEA or Employees who are Unrepresented
(All Confidential, Unrepresented Un-classified, Unrepresented Non-Classified, Unrepresented Classified, and Statutorily Authorized Groups):

Health Rewards (HRW) HRA Accounts: If you earned Health Rewards HRA dollars (up to \$300.00) for completing HRW activities (Know Your Numbers, Fitness and Nutrition Tracker, Tobacco Free Confirmation, Flu Vaccine, Annual Physical Exams, etc.) in calendar year 2015, you have until 3/31/2016 to submit receipts for reimbursement of eligible expenses provided they were incurred between 1/1/2015 and 12/31/2015. **Unspent HRW funds will be forfeited.**

Effective December 31, 2015 Health Rewards HRA accounts will end. Effective January 1, 2016 Health Rewards earned during the 2016 plan year will convert to Gift Card Points which you may redeem on the Anthem website (www.anthem.com) in calendar year 2016.

For employees represented by the New Hampshire Trooper's Association, Teamsters Local 633, and NEPBA (040, 045, 260, 265 and 270):

Health Rewards (HRW) Gift Card Points: If you earned Health Rewards points (up to 300) for completing HRW activities (Know Your Numbers, Fitness and Nutrition Tracker, Tobacco Free Confirmation, Flu Vaccine, Annual Physical Exams, etc.) in calendar year 2015, you must redeem your points for gift cards on the Anthem website (www.anthem.com) on or before December 31, 2015. **Points not redeemed for gift cards by 12/31/2015 will be forfeited.**

Note: Unspent gift card balances do not have an expiration date.