

REED COLLEGE
FLEXIBLE BENEFITS PLAN

SUMMARY PLAN DESCRIPTION
MATERIAL MODIFICATIONS

The recently passed Consolidated Appropriations Act and American Rescue Plan Act have provided new relief options by allowing Employers to make *temporary* changes to Section 125 cafeteria to reduce and mitigate potential losses to FSA account users. Reed College has chosen to temporarily amend your Flexible Spending Account Plan with the changes below. This is merely a summary of the most important changes to the Plan. If you have any questions, contact the Administrator. A copy of the Plan, including this amendment, is available for your inspection. If there is any discrepancy between the terms of the Plan or the amendment itself and this summary of material modifications, the provisions of the Plan, as amended, will temporarily control.

In accordance with the Consolidated Appropriations Act following temporary changes have been made to your Plan:

III
CONTRIBUTIONS

May I change my elections during the Plan Year?

For the Plan Year beginning April 1, 2021 *only*, you can revoke, increase, decrease or make a new election on a prospective basis without a qualified event.

IV
BENEFITS

Health Flexible Spending Account

For the Plan Year ending March 31, 2021 and the Short Plan Year ending December 31, 2021 only, you will be eligible to carry over the unused balance in your Health Flexible Spending Account to the following plan year. This means that the entire unused balance from the Plan Year ending March 31, 2021 and the Short Plan Year ending December 31, 2021, can be carried over to the following new Plan Year and used for expenses incurred in the next Plan Year.

Dependent Care Flexible Spending Account

For the Plan Year ending March 31, 2021 and the Short Plan Year ending December 31, 2021 only, you will be eligible to carry over the unused balance in your Dependent Care Spending Account to the following plan year. This means the entire unused balance from the Plan Year ending March 31, 2021 and the Short Plan Year ending December 31, 2021, can be carried over to the following new Plan Year and used for expenses incurred in the next Plan Year.

V
BENEFIT PAYMENTS

What happens if I don't spend all Plan contributions during the Plan Year?

For the Plan Year and Short Plan Year ending in 2021 only, if you have not spent all the amounts in your Health Flexible Spending Account or your Dependent Care Flexible Spending Account, any monies left at the end of the Plan Year and Short Plan Year will be carried forward to the current Plan Year.

In accordance with the American Rescue Plan Act the following temporary change has been made to your Plan:

IV
BENEFITS

Dependent Care Flexible Spending Account

If you are already participating in the Dependent Care Flexible Spending Account, for the 2021 tax year, your reimbursements may not exceed the lesser of: (a) \$10,500 (if you are married filing a joint return or you are head of a household) or \$5,250 (if you are married filing separate returns); (b) your taxable compensation; (c) your spouse's actual or deemed earned income (a spouse who is a full time student or incapable of caring for himself/herself has a monthly earned income of \$250 for one dependent or \$500 for two or more dependents).