

Health Care Flexible Spending Account Changes for 2025

This message is to inform you that Gannett is changing the Health Care Flexible Spending Account (FSA) provision **from a carryover to a grace period**. Below are details of how each of these programs work and what this means for and your Health Care FSA:

Previous Carryover provision – This allows you to carry over a set amount of unused funds from one year to the next. However, the IRS limits the amount you can carry over. The carryover limit from 2023 to 2024 was \$610.

- Example – if you had \$1,000 left in your Health Care FSA on December 31, 2023, you could only carryover \$610 and forfeited the remaining \$390. You would have all of 2024 to spend the remaining \$610 by incurring eligible expenses and submitting for reimbursement.

New Grace Period provision – This allows you to use any remaining funds in your Health Care FSA for a set period of time after the end of the plan year. The IRS limits the grace period to 2.5 months.

- Example – if you have \$1,000 left in your Health Care FSA on December 31, 2024, you will be able to spend the entire \$1,000, but would need to incur eligible expenses by March 15, 2025. You would also need to make sure all claims are submitted by March 31, 2025. Any 2024 Health Care FSA funds remaining in your account after March 31, 2025, will be forfeited.

Gannett's goal is to provide flexibility to our employees as they make their health care decisions. **Our records indicate that you have a remaining balance in your Health Care FSA for 2024.**

We want to make you aware of this change so you can incur eligible expenses for your 2024 Health Care FSA balance by March 15, 2025, and submit for reimbursement by March 31, 2025. You can use your debit card to pay for eligible expenses prior to March 15, 2025.

For 2025 Open Enrollment (November 7 – November 21, 2024), please consider any remaining balance you may have in 2024 when you make elections for 2025 because the Health Care FSA is a use-it-or-lose-it account.

Click [Here](#) for a list of eligible expenses you can pay with a Health Care FSA.

For information regarding your current balance, eligible expenses, and yearly contribution limits, please review at gannettbenefits.com