



FOCUS Newsletter

November 2018



IRS INFORMATION LETTER 2018-0027 (AUG. 22, 2018)

This letter responds to an inquiry from a cafeteria plan participant who elected to make dependent care salary reductions of \$5,000 for the 2017 plan year. The participant failed to timely submit the claim documentation for dependent care expenses incurred in 2017 and, as a result, the \$5,000 was forfeited. The letter explains that under IRS regulations, cafeteria plans are permitted to limit the period during which expenses may be submitted for reimbursement. This time period, referred to as the runout period or deadline to submit claims, should be addressed in the employer's plan document. The regulations require that the plan's submission period apply to all participants on a uniform basis. The letter notes that if a cafeteria plan does not operate in accordance with its written terms, employees' elections between taxable and nontaxable benefits will result in gross income. You can obtain a copy of the letter [here](#).

DEADLINE TO SUBMIT JANUARY 2019 ENROLLMENT FILES

To ensure timely processing and debit card orders, submit open enrollment election files to ASIFlex by Monday, November 26th. Contact your ASIFlex account manager if you have questions.

ASI HOLIDAY HOURS

*Wednesday, November 21st—7 a.m. to 5 p.m. Central Time
Thanksgiving Day—Thursday, November 22nd—Closed
Friday, November 23rd—7 a.m. to 5 p.m. Central Time
Monday, December 24th—7 a.m. to 12 p.m. Central Time
Christmas Day—Tuesday, December 25th—Closed
New Year's Day—Tuesday, January 1st—Closed*

Happy Thanksgiving!

About the Company: ASIFlex and ASI COBRA provide third-party benefit administration service solutions to clients nationwide. ASIFlex provides account-based administration for Flexible Spending Accounts (FSAs), Health Reimbursement Arrangements (HRAs), Health Savings Accounts (HSAs) and Parking/Transit Commuter Benefits. ASI COBRA provides COBRA and direct/retiree billing solutions. Formed in 1983, ASIFlex specializes in serving public and private sector clients nationwide and has significant experience with State, County, City and local government entities. ASI focuses on providing exemplary customer service and leveraging technology to provide improved service delivery.

FSA | HRA | HSA | COMMUTER | COBRA | DIRECT BILLING

IT'S WHO WE ARE. IT'S WHAT WE DO.

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*This FOCUS newsletter is intended for ASIFlex and ASI COBRA clients and provides general information that may be related to ASI services or the benefit plans sponsored by ASI clients. For questions or comments regarding this FOCUS newsletter, or to subscribe or unsubscribe, email marketing@asiflex.com.
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