

When you leave your company but are enrolled in the Health Flexible Spending Account, what happens to that account?

Key Points

- When you leave your company, or become ineligible for the account, you are not able to contribute more money into the account.
- You will have a runout period of [XX] days to submit your claims for eligible services or expenses purchased **before** your termination date.
- You cannot file claims for eligible services or expenses purchased **after** your termination date.
- Any remaining balances in your account after your runout period will be forfeited.
- During the runout period, your Voya debit card will not work for your FSA balance. **You may submit claims through the Consumer Portal, Mobile App, or via the paper form which can be mailed, emailed or faxed in.**
- Dependent Care Flexible Spending Accounts are not eligible for COBRA.



Electing COBRA to use your FSA Balance

- Once you receive your COBRA Election Notice in the mail, you can check if you are eligible to keep your FSA after you leave your company. If you are, you can elect COBRA for your FSA.
- If you continue your FSA election through COBRA,
 - You will contribute post-tax money every month.
 - You are able to submit claims for eligible services and expenses that you incur **after** your termination.
 - Your Voya debit card will not work while on COBRA. **You may submit claims through the Consumer Portal, Mobile App, or via the paper form which can be mailed, emailed or faxed in.**



Questions?

Contact the Voya Financial Consumer Services Team at (833) 232-4673.

Health Account Solutions, including Health Savings Accounts, Flexible Spending Accounts, Commuter Benefits, Health Reimbursement Arrangements, and COBRA Administration offered by Voya Benefits Company, LLC (in New York, doing business as Voya BC, LLC). HSA custodial services provided by WEX Inc. For all other products, administration services provided in part by WEX Health, Inc.

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