



FAQ for Terminated FSA Participants



What happens to my unspent FSA dollars?

Many plans allow a run-out period for terminated participants. A run-out period allows you a short window of time to submit expenses that were incurred before your termination date.

Every employer's plan can be different. If you use the WEX Health Portal or the iFlex mobile app, you can find your "Last Date to File Claims" (see screenshot). You can also find this information in your Summary Plan Description.



But I have expenses after my termination date, what can I do?

In some cases, you may be eligible to continue your Health FSA under COBRA. COBRA does allow a 2 percent administrative fee, but by electing COBRA, you will have access to your full annual election until the end of the FSA plan year.



Will my debit card continue to work?

No, your debit card will stop working when you terminate. This is because we are required to verify that an expense was incurred prior to your termination date, and you will need to file your expenses online or with the mobile app to be reimbursed.

Transforming employee experience for a better today and a better tomorrow.