

SUMMARY OF MATERIAL MODIFICATIONS FOR BENEFIT OPTIONS FLEXIBLE SPENDING ACCOUNT

Amendment 5/5/2020

This document is a summary of the material modifications of the terms of the Benefit Options Triple Choice Plan, as a result of an amendment made to the plan by the Arizona Department of Administration, Human Resources Division - Benefit Services, effective as of date(s) set forth below. We urge you to review these materials carefully as they advise you of the recent changes made to your Plan.

A copy of the Plan, including any amendments, as well as the Summary Plan Description (SPD), is available on our website at benefitoptions.az.gov. To receive a hard copy of this SMM and SPD, you may request one at no charge by contacting TASC at 833-433-4301.

If there is any discrepancy between the terms of the Plan or any amendment and this document and its attachments, the provisions of the Plan, as amended, will control. If you have any questions, please contact Human Resources Division - Benefit Services.

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Human Resources Division - Benefit Services
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Phoenix, Arizona 85007
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This document should be kept with your SPD and other communications, as these documents collectively are designed to help you better understand your rights under the Plan.

Effective January 1, 2021:

The Dependent Care FSA is hereby amended to increase the maximum salary reduction for each Eligible Employee effective the benefit period beginning May 15, 2021.

The American Recovery Plan Act (ARPA), signed into law on March 11, 2021, increases the dependent care assistance program benefits under the Internal Revenue Code Section 129. Dependent care benefits for single taxpayers and married couples filing jointly are limited to \$5,000 (or \$2,500 for married individuals filing separately). For 2021, ARPA increased the limit to \$10,500¹ (or \$5,250 for married individuals filing separately).

¹ IRS rules and regulations impose annual non-discrimination testing requirements on the Plan to ensure compliance. Testing results may cause ADOA to require any participant to reduce their pre-tax contribution election if it is determined that such action is necessary.