

Amendment to the City of La Crosse Section 125 Plan

The Employer hereby amends the Plan effective December 10, 2021.

EXTENDED GRACE PERIOD FOR THE HEALTH FSA AND/OR THE DCAP

Notwithstanding Sections B.6, B.7, or C.6 of the Plan, the Glossary or any other provision of the Plan to the contrary, effective December 10, 2021, the 2¹/₂ month grace period ending on March 15, 2022 is hereby extended through December 31, 2022. This extension will allow 2021 participants to use remaining 2021 funds for applicable eligible expenses incurred through December 31, 2022. **Health FSA** amounts may only be used for medical care expenses, and **DCAP** amounts may only be used for dependent care expenses.

EXTENDED CLAIMS FILING PERIOD FOR THE HEALTH FSA AND/OR DEPENDENT CARE FSA

Due to the extension of the Grace Period associated with the 2021 Plan Year for the **Health FSA** and/or the **DCAP** from March 15, 2022 to December 31, 2022, the Claims Filing Deadline for the 2021 Plan Year shall be extended until March 30, 2023.

Only expenses incurred while an Employee is a Participant are eligible for reimbursement from the **Health FSA**. Claims must be incurred from January 1, 2021 (or the beginning of the Participant's coverage) until December 31, 2022. Only qualified Expenses incurred during this time period are eligible for reimbursement.

After the extended deadline, the 2021 **Health FSA** and/or **DCAP** will be closed and any remaining funds left unclaimed will be forfeited.

IN WITNESS WHEREOF, and as conclusive evidence of the adoption of the foregoing amendment to the City of La Crosse Section 125 Plan, the City of La Crosse has caused this Amendment to be executed in its name and on its behalf, on this ____ day of December, 2021.

City of La Crosse

Signature: _____

Title: _____

Witnessed by

Signature: _____