

# FSA's and Termination

## What happens to my FSA when I leave my employer?

FSA's are considered employer-owned accounts. They do not go with you to a new employer. When you terminate employment, any remaining funds in your account after your runout period ends are returned to the employer's Cafeteria Plan.

## Can I still use my debit card after I terminate?

Your debit card will no longer work after your date of termination. Any reimbursement sought after termination will need to be completed through claim submission and reimbursement.

## How long do I have to turn in receipts?

After you terminate, your plan has a set number of days that you can submit your receipts for reimbursement. You can find this number in your SPD or by contacting CAS. You can also find it by hovering over the ? next to your plan name on your CAS consumer portal.

## What dates can I claim reimbursement for?

You can request reimbursement for any date you were active during the current plan year. For example, if the plan started 1/1 and termination date was 3/1, then you could file claims for dates ranging from 1/1 to 3/1.

## What if my employer offers COBRA, am I eligible to COBRA my FSA?

If your employer offers COBRA coverage, you may be eligible to COBRA your FSA if you have been paid less from your current plan than you have contributed to date. This is considered a positive balance and is COBRA eligible.

*CAS*

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