



OFFICE OF THE VICE PRESIDENT
HUMAN RESOURCES
Benefits Programs & Strategy

OFFICE OF THE PRESIDENT
1111 Franklin Street
Oakland, California 94607-5200

[FirstName] [LastName]
[Address1]
[Address2]
[City], [State] [Zip]

February 21, 2023

Dear [FirstName] [LastName]:

This letter contains important information about your 2023 contribution to the University of California Dependent Care Flexible Spending Account (DepCare FSA). Your annual maximum contribution to the plan is being changed.

DepCare FSA plans are highly regulated by the Internal Revenue Service (IRS) to ensure that the tax benefits they offer are equitable to all participants. This includes a requirement, called non-discrimination testing, to confirm that the DepCare FSA plan does not favor highly-compensated employees (defined by the IRS as those earning \$135,000 or more in 2022) and is providing comparable benefits to all participants.

To ensure that UC's plan meets the non-discrimination testing requirements, the maximum amount a highly-compensated employee may contribute to the UC DepCare FSA in 2023 is limited to \$3,000.

When you enrolled in DepCare FSA for 2023, you elected to contribute more than \$3,000. **To comply with IRS regulations, your maximum contribution will be changed to \$3,000 for the 2023 calendar year.**

Your payroll deduction will be adjusted to reflect the new contribution amount. Your DepCare account at WEX will also be updated. You may log in to your WEX account at uc-fsa.com to check your DepCare FSA balance.

We suggest you consult with a qualified tax professional to determine the impact that this change may have on your personal income tax situation.

If you have questions, please contact UCPath at (855) 982-7284, Monday - Friday from 8:00 a.m. - 5:00 p.m. and select the following options:

- Select "1" at the User Menu for current and former UC employees
- Enter first initial of your last name, the last 4 digits of your Social Security Number and your date of birth to authenticate
- Select "1" at the User Menu.

You may also log in to ucpath.universityofcalifornia.edu and click on “Ask UCPATH” to submit an inquiry. Please follow these steps when creating your inquiry:

- Topic: Select “Benefits”
- Category: Select “Flexible Spending Accounts (FSA)/Health Savings Account (HSA)”
- Subject: Type “DepCare FSA NDT”
- Description: Write your question about the DepCare FSA
- Uncheck the “Do not notify” box
- Click the Submit Inquiry button.

Sincerely,

Systemwide Health & Welfare Benefits
UC Office of the President