



UCPath

UCPath Notice: Your 2023 Dependent Care Flexible Spending Account

Hello,

This letter includes important information about a change to your 2023 UC Dependent Care Flexible Spending Account (DepCare FSA) contributions. The university must reduce your non-taxable 2023 DepCare FSA contributions to comply with Internal Revenue Service (IRS) non-discrimination testing requirements.

The IRS regulates DepCare FSA plans to ensure that tax benefits are equitable to all participants. The regulations require 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 provides comparable benefits to all participants. To ensure that UC's plan meets the requirements, the maximum amount a highly-compensated employee may contribute to the DepCare FSA plan in 2023 is limited to \$3,000.

What this means for you

Your 2022 income classifies you as a highly-compensated employee. When you enrolled in DepCare FSA for 2023, you elected to contribute more than \$3,000. The university adjusted your **2023 DepCare FSA contribution to \$3,000** for the calendar year to comply with the IRS non-discrimination testing requirements.

You may log in to your WEX account at uc-fsa.com to check your DepCare FSA balance. Please consult with a tax professional to determine the impact of this change on your income tax situation.

Need assistance?

Please contact UCPath for questions at (855) 982-7284, Monday - Friday from 8:00 am - 5:00 pm. and select the following options:

- Select “1” at the User Menu for current and former UC employees
- Enter the first initial of your last name, the last four 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](https://ucpath.universityofcalifornia.edu) at 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.

You will receive a copy of this letter via the U.S. Postal Service.

Thank you,

UCPath
(855) 982-7284
Monday - Friday from 8:00 am - 5:00 pm

ucpath.universityofcalifornia.edu

Please do not reply to this message. Replies to this message are routed to an unmonitored mailbox.