

The IRS has finally issued new proposed regulations on Cafeteria Plans!

(A full copy of the IRS regulation is posted on your Centurion Client Gateway. See Flex Plan Documents / Flexible Benefits)

These regulations replace older proposed regulations and incorporate prior IRS Guidance – regulations that, in some cases, were issued more than 20 years ago. The regulations address cafeteria plans, health FSAs, DCAPs, and other benefits. While many requirements remain substantially the same, there are also numerous changes and clarifications to existing rules.

The regulations also incorporate tax-law changes made in the last few years (e.g., reflecting the new definition of dependent and the addition of HSAs as qualified benefits).

There are too many differences between the old and the new regulations to summarize, so we will address some of the highlights in a future release, but we did want you to be aware of the announcement.

Let your Centurion Account Executive know if you need assistance with your Client Gateway login.