

Flexible Benefits – Information for Furloughed Associates with Benefits Ending

Please review the below information before contacting benefits@whitelodging.com or your property human resources leader with any questions. This applies to all associates on extended furlough (those on furlough for more than 90 days).

Flex Care-Dependent Care

- Flex Care coverage is extended until year end.
- Associates have 90 days to submit claims incurred prior to the last day of coverage.
- Only amounts contributed to date (by associate) are available.
- Associates can pre-pay future payments as long as the pre-payment is made prior to last day of coverage.
- Once coverage ends, the debit card no longer works and everything must be completed through a paper claim.
- COVID-19 Provision: During COVID19, if someone has spent zero dollars and wants to cancel back to January 1, we can refund the money less any applicable taxes.
- COBRA is not available.

Transit (Parking and Transportation)

- Transit benefits carry over from calendar year to calendar year.
- Transit benefits extend until year end.
- Associates have 90 days to submit claims incurred prior to the last day of coverage.
- Only amounts contributed to date (by associate) are available.
- Where allowed, associates can pre-pay future payments as long as the pre-payment is made prior to last day of coverage.
- Once coverage ends, the debit card no longer works and everything must be completed through a paper claim.
- COVID-19 Provision: During COVID19, if someone has spent zero dollars and wants to cancel back to January 1, we can refund the money less any applicable taxes (only for contributions made in 2020, not carryover).
- Cobra is not available.

Flex Med

- Coverage ends on the effective date of the extended furlough.
- Associates have 90 days to submit claims incurred prior to last day of coverage.
- Claims must be incurred in 2020 and before coverage ends.
- COBRA for Flex Med is available and extends both incurred and reimbursement deadlines. COBRA for Flex Med is separate and apart from COBRA Medical or Dental.
- Catch-up payments will be required for those enrolling in COBRA for Flex Med or who are returned to work – for the time between the end of coverage and new enrollment.
- Flex Med cannot be used to pay for Medical or Dental COBRA.
- Enrolling in COBRA for Medical and Dental is not required to qualify for COBRA for Flex Med.
- Pre-payment of claims no available.
- Once coverage ends, the debit card no longer works and everything must be completed through a paper claim, unless COBRA is elected.
- COVID-19 Provision: During COVID19, if someone has spent zero dollars and wants to cancel back to January 1, we can refund the money less any applicable taxes (only for contributions made in 2020, not carryover).