



DIVERSIFIED

BENEFIT SERVICES

ENROLLMENT METHOD:

Data Feed

You must complete your enrollment in Workday. See your Human Resources Department for enrollment instructions.

DEADLINE TO ENROLL:

11/14/2025

MAXIMUM ELECTION AMOUNT:

Health Care FSA: \$3,400
Dependent Care FSA: \$7,500

(Note: Group insurance premiums are deducted pre-tax automatically. Contact your employer's benefits representative if you have questions.)

FSA DEDUCTIONS:

27 FSA Deductions

(Your plan year election will be divided by the number shown above.)

FSA CARRYOVER:

Your FSA plan allows you to carryover unused funds from your Health Care FSA to be spent in the next plan year. **A maximum of \$680 can be carried over into the 2027 plan year.**

You must have a minimum balance of \$1.00 to carryover to the new Plan Year. If a new election is not made by the second year, carryover balances will be forfeited.

RUNOUT PERIOD:

You have until 03/31/2027 to submit claims for expenses **incurred** during the **2026** Plan Year.

Termination Runout Period: You have 90 days from your termination date to submit claims for expenses incurred during your employment.

MARATHON COUNTY

Flexible Spending Account (FSA)

Important Plan Information

01/01/2026 – 12/31/2026 Plan Year

REIMBURSEMENTS:

Reimbursement Schedule

Eligible claims received Friday by 9:00AM CT will have reimbursements released the following Friday.

Reimbursement Method

Mandatory Direct Deposit

Please complete a direct deposit form and attach a voided check with your FSA enrollment form.

If you have a current FSA plan and there is no change to your banking information on file, you do not need to complete the form.

CLAIM EMAIL NOTIFICATIONS:

Email notifications will be sent to inform you of claims processed, reimbursements issued or requests for additional information needed to process your claims. By providing your email address, you will automatically receive these notifications.

ONLINE ACCOUNT ACCESS:

To create an account Please use one of the following options below:

Option 1: Using the link: <https://asap-online-login.dbsbenefits.com/Account/RegisterPin?Pin=Marathon>

Option 2: Go to the DBS website at [DBSbenefits.com](https://dbsbenefits.com) or Download the Diversified Benefit Services App

➤ Enter your employer PIN: **Marathon**

You may now log on to the website or use your DBS app to view account details; including balance, claims and reimbursements.

HEALTH CARE FSA CARRYOVER EXAMPLE:

If you had a carryover from 2024 into 2025 and you did not make an election for new contributions in 2025 or 2026, your carryover will be forfeited on 12/31/2025. If you have eligible Health FSA expenses incurred in 2025, you have until 03/31/2026 to submit these claims to DBS.