Fidelity Health®

Preparing for Annual Enrollment

We encourage Flexible Spending and Reimbursement Accounts (FSRA) administrators to review the timeline and tasks outlined below, in addition to the resources available on Plan Sponsor Webstation® (PSW®) to help prepare you for annual enrollment season.

Annual Enrollment Timeline and Key Tasks

1. Annual Enrollment Starts
2. Annual Enrollment Closes
3. Enrollments Loaded
4. Go Live
5. Employee Engagement

- 45 days before plan-year start: Confirm banking set up
- 30 days before plan-year start: Reimbursement Account Enrollment (RAE) File due
- 14 days before plan-year start: Validate enrollments have loaded as expected
- Month prior to plan-year start: Leverage FSRA resources available for post-enrollment communications strategy

Health and Benefit Accounts Resources on PSW®

NEW For 2024

- Visit the **newly launched FSRA Employer Resource Center**, which provides on-demand materials to support FSRA administrators during annual enrollment and beyond. You can navigate to all of Fidelity's health and benefit accounts resource pages via the PSW® pages highlighted below.

Administrative Resource Pages

- New FSRA Employer Resource Center
- HSA Employer Resource Center

Employee Engagement & Education Pages

- FSRA Employee Education & Engagement
- HSA Employee Education & Engagement