

From: Human Resources <announcement@email.wesleyan.edu>

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March 2026



HR Flexible Spending Account (MERA and Dependent Care) Deadlines

If you have not yet submitted claims to exhaust your 2025 flexible spending account balance(s), you can submit for services provided prior to March 15, 2026, to Flores & Associates by April 15, 2026. Please note that the IRS does not allow exceptions to these dates. To review the different ways you can submit claims for reimbursement,

please log in into your Flores participant account, link [here](#).

As a reminder, effective January 1, 2026, HealthEquity is our new flexible spending account administrator. Link here for [HealthEquity's Quick Start Guide](#).

IRS Form 1095-C – Employer-Provided Health Insurance Offer and Coverage

Under the Affordable Care Act (ACA), employers with 50 or more full-time employees are required to report to the IRS what, if any, health insurance they offered to full-time employees and their dependents during the previous calendar year. Employers also must provide each employee with a Form 1095-C. This form provides you with information about the health coverage offered by your employer and if you enrolled in this coverage. You should keep this form with your 2025 tax records to demonstrate your coverage status. ***Do not attach Form 1095-C to your tax return.***

If you were a full-time employee of Wesleyan for at least one month in 2025, you will be able to access your 1095-C form via Workday (see instructions below). The Affordable Care Act defines a full-time employee as someone who works an average of at least 30 hours per week or 130 hours per month.

To print your **2025 1095-C Form**, please follow the steps below:

1. Go to your **Workday** landing page.
2. Under **Your Top Apps**, select “**Benefits and Pay.**”
3. Choose **My Tax Documents**.
4. Under **Tax Form Printing Elections**, select your preferred **printing type**. ***This election will be used starting in 2027 to distribute your form according to your preference.***

Contact benefits@wesleyan.edu if you require a written copy of your 2025 1095-C.

Wellness Incentive Points Program

Wesleyan's Wellness Incentive Points Program rewards individuals who are actively committed to improving their health and wellbeing. Participants can earn points by engaging in a variety of health improvement programs and activities. These points can then be redeemed for cash payments.

Benefit-eligible faculty, staff, spouses, and partners are all eligible to participate and can earn up to \$150 each.

Payments for Wellness points earned for goals met between July 1, 2025, and December 31, 2025, were included in the February 27, 2026 paycheck.

Please note:

The IRS requires wellness payments to be taxed, so applicable taxes will be withheld from these payments.

The Wellness Portal is now open for the period of January 1, 2026 through June 30, 2026. Wellness points are entered through [WesPortal](#) using the Wellness Points Tool, which is available under “My Information”. To add or change a spouse or partner, please click the “Spouse/Partner” link at the top of the screen.

TIAA and Fidelity Webinars and Consultations

TIAA and Fidelity host several webinars each month to assist you in managing your retirement and personal financial goals. Log into the [TIAA website](#) or the [Fidelity website](#) to view the list of live and recorded workshops.

[Fidelity Spring Webinar Calendar](#)

Our TIAA Financial Consultant, Joe Fay, will be on campus on the following dates. Reservations are required. To register, go to tiaa.org/schedulenow or call 800-732-8353.

- Monday, March 9, 2026
- Tuesday, April 14, 2026
- Tuesday, May 12, 2026