

**GOLDEN GATE UNIVERSITY GOLDEN GATE UNIVERSITY FLEXIBLE SPENDING ACCOUNT 1-1-2024  
HIGHLIGHTS**

**IMPORTANT: This is a brief summary of the features of the Golden Gate University Golden Gate University Flexible Spending Account 1-1-2024. For a full summary, please refer to the Summary Plan Description.**

<b>Benefits</b>	
<b>Premium Conversion Account</b>	The Premium Conversion Account can be used to pay the premiums of the following types of coverage: <ul style="list-style-type: none"> <li>• Employer Group Health</li> <li>• Employer Dental</li> <li>• Employer Vision</li> <li>• COBRA continuation coverage under the group health plan</li> </ul>
<b>General Purpose Health FSA</b>	Health FSAs may be used to reimburse eligible medical expenses incurred during the year.  Employees who are not eligible to participate in the employer health plan are not eligible to participate in the Health FSA.
<b>Dependent Care Account</b>	DCAP Accounts may be used to reimburse eligible dependent care expenses incurred during the year.
<b>Eligibility</b>	
<b>Eligible Employees</b>	Employee will become eligible for the Plan on the first day of the calendar month coincident with or next following the day they meet the following requirements: <ul style="list-style-type: none"> <li>• Attainment of 21 years of age.</li> <li>• Completion of 30 days of service.</li> </ul> <p>The benefits offered under the Plan may have additional eligibility requirements. Please see the SPD for more information.</p>
<b>Excluded Employees</b>	The following Employees are excluded from the Plan: <ul style="list-style-type: none"> <li>• Part-time employees who are expected to work fewer than 20 hours per week</li> </ul>
<b>Enrollment</b>	
<b>Elections</b>	New employees may enroll 30 days after their date of hire.  Newly eligible employees who become eligible may enroll within 30 days of the date of eligibility. Ongoing employees may enroll during open enrollment. See SPD when elections may be modified mid-year.
<b>Contributions</b>	
<b>Premium Conversion Account</b>	The amount of the contribution to the Premium Conversion Account is equal to the amount of the Participant's portion of the premium due.
<b>General Purpose Health FSA</b>	The maximum amount the Participant may contribute each year to a General Purpose Health FSA is the maximum amount permitted under the tax code (\$3,200 for 2024).  The Company will not make additional contributions to the General Purpose Health FSA.
<b>Dependent Care Assistance Plan Account</b>	The maximum amount the Participant may contribute each year to a DCAP Account is the maximum amount permitted under the tax code (\$5,000 for 2024 or \$2,500 if the Participant is single or married filing separately).
<b>Reimbursement</b>	

<b>General Purpose Health FSA</b>	<p>Timing:</p> <p>The Participant must submit claims for reimbursement from the Participant's General Health FSA no later than 90 days after the end of the Plan Year.</p> <p>Carryover Allowed: up to \$500, indexed each year in accordance with IRS guidelines, which may be used to pay or reimburse eligible expenses for the subsequent Plan Year.</p>
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<b>Dependent Care Assistance Plan Account</b>	<p>Timing:</p> <p>The Participant must submit claims for reimbursement from the Participant's DCAP Account no later than 90 days after the end of the Plan Year.</p> <p>Any amounts remaining in the Participant's DCAP Account at the end of the Plan Year after all timely claims have been paid will be forfeited.</p>
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**Contact Information**

The Plan Administrator is Golden Gate University .  
 Address: 536 Mission St, San Francisco, California 94105  
 Phone number: 415-442-7029

*Note: These plan highlights are intended to be a very concise overview of plan features. For a detailed description of plan features, please review the Summary Plan Description or contact the Plan Administrator for more information. The plan features described in these plan highlights are subject to change. In the event of a discrepancy between the legal plan document and these highlights (or any other summary of plan features), the plan document shall control.*