



# dependent care FSA

## transition guide



### your plan ends december 31, 2025

The Hess Dependent Care Flexible Spending Account (DCFSA) will end on December 31, 2025.

- Hess DCFSA accounts *cannot* be rolled over to the [Chevron Dependent Care Flexible Spending Account \(Dependent FSA\)](#).
- Final payroll contributions will be taken from your Hess paycheck on December 26, 2025.



### spend your balance by december 31, 2025

**Because your Hess DCFSA will be closed, there is no grace period to use account funds into 2026.** You can only be reimbursed for expenses you incur between January 1, 2025 – December 31, 2025. Be sure to monitor your DCFSA balance and plan your eligible expenses to ensure you do not lose any of the dollars you have contributed (or will contribute) in 2025.



### claims for reimbursement due march 31, 2026

You have until March 31, 2026, to request reimbursement from [WageWorks HealthEquity](#) for expenses incurred in 2025, but you are strongly encouraged to submit any claims for reimbursement as soon as possible during the transition.



### enrollment for 2026 chevron benefits is december 8 through december 19, 2025

If you want to participate in the [Chevron Dependent Care FSA](#) starting January 1, 2026, you **must** enroll December 8 through 19, 2025. Coverage is not automatic.

If you miss this enrollment period, you will not have another opportunity to enroll until the next open enrollment period in the fall of 2026, unless you have a qualifying life event. Enrollment instructions will be sent to you in November and posted online at [hr2.chevron.com/hess](https://hr2.chevron.com/hess).

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