



CAFETERIA PLAN ADVISORS
 – An Alera Group Company –
 Tel: 781-848-9848
 www.cpa125.com

Authorization for Pre-Tax Payroll Reduction

Open Enrollment is November 3 - 30, 2025.

*** *The Deadline to Enroll or Re-enroll is 11/30/2025.* ***

INSTRUCTIONS: If Already in Plan: *Re-enrollment is **NOT** automatic!* To enroll for the new plan year via your online account portal, go to cpaemployee.lh1ondemand.com—**not the app**. Log-in on the *left* side of the sign-in screen. Once on your account homepage, click the blue **ENROLL/RE-ENROLL** button and follow the steps to enroll; click *Submit* at the end. (We recommend printing or saving your enrollment confirmation.)

New Enrollees: Complete & return this form **Town - Erin Mulcahy or Elizabeth Menard**

School – Melanie Capone

1 Personal Information:

Participant Name: _____

Employer: **Town of Dracut**

Mailing Address: _____

Plan Year: **1/1/2026 to 12/31/2026**

(Expenses must be incurred between these dates)

City/Town, State: _____

ZIP: _____

SSN: _____

DOB: _____

E-Mail: _____

Daytime Phone: _____

☐ personal
☐ work

2 Employment/Payroll Info.:

I am a (check one):

☐ Town Employee

☐ School Teacher

☐ School Staff

I am paid (check one):

☐ Bi-weekly 21

☐ Bi-Weekly 26

☐ Weekly 52

3 Flexible Spending Account (FSA) Benefit Selections:

☐ **Health Care FSA Election:** \$_____ for the **plan year** for employee, legal spouse, and eligible dependents' qualified medical, dental, vision expenses. *Benefit card included.*

Max. Annual Election: \$3,400

Rollover Option: Any unspent Health Care balance—**up to \$680**—will roll over to the next plan year if you re-enroll for the next plan year. (Note: The max. rollover for the 2025 plan year is **\$640**; must re-enroll.)

Ineligibility Note: You are **NOT** eligible for this plan if you or your spouse have a Health Savings Account ("HSA").

☐ **Dependent Care FSA Election:** \$_____ for the **plan year** for qualified **day care** expenses for eligible dependents (as defined by the IRS) under age 13, elderly dependents, and dependents with special needs.

Max. Annual Election: \$7,500 per family

Claim-based reimbursement plan (no card). Participants must submit claim(s) each plan year to receive accrued funds.

*The annual FSA admin. fee of \$60; half is covered by your employer; employee portion is paid via payroll deduction.
See Open Enrollment flyer for more plan info. and benefit details.*

4 Direct Deposit Info. Direct deposit is our preferred method for claim reimbursement. If your banking info. is not on file with Cafeteria Plan Advisors, please set up direct deposit online via your account portal once you receive enrollment confirmation.

5 Certification. I hereby authorize a salary reduction agreement for the amount(s) shown above and understand that:

- Cafeteria Plan Advisors will hold these funds until eligible expenses are incurred and a claim is submitted. Funds **may be forfeited** in accordance with Internal Revenue Service (IRS) Publication 969 if eligible expenses are not spent or submitted for reimbursement by plan year deadline or purchased utilizing the provided debit card within the plan year or the date upon which employment ends, whichever comes first.
- FSA expenses must be consistent with allowable deductions under IRS Publication 969.
- All claims for the Plan Year must be submitted within ninety (90) days following the last day of the Plan Year.
- Your Health Care FSA plan has a **Rollover option**. Eligible balances roll over to the next plan year when you re-enroll in the Health Care FSA for the new plan year and the rollover occurs after the current plan year's 90-day claim submission ("runout") period ends.
- This election cannot be revoked or changed** during the plan year unless the participant experiences a qualifying event as defined by the IRS.
- Current participants must enroll each plan year; re-enrollment is not automatic.**
- Health Care FSA cards**, if offered through your employer's plan, **will reload** at the start of each plan year when you re-enroll; keep until they expire.
- Additional certification for Dependent Care Plan Participants: I understand that the Dependent Care Reimbursement Plan Guidelines can be found at CPA125.com and I qualify to participate in the FSA Dependent Care plan. I agree to notify the plan administrator in writing within 30 days should I experience a change in need or no longer meet the IRS's eligibility criteria. Dependents must qualify under regulations set forth in IRC sections 152 and 129.
- Tax advice:** It is suggested you consult with a tax advisor to determine your tax savings and/or limits on tax deductions.

➤ **Signature:** _____

Date: _____

A system-generated e-mail confirmation will be sent once your enrollment is processed.