



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

New Hire / Change in Status Form

Flexible Spending Pre-Tax Payroll Reduction Authorization

Town of North Attleboro

INSTRUCTIONS: Complete and return this form to **Human Resources** within 30 days of date of hire or date of qualified event.

H.R. Use Only:

First P/R Deduction Date: _____
 Per Pay-Period Amount: \$ _____

1 Personal Information:

Participant Name: _____ **Plan Year:** Date of Hire -or- Date of Qualified Change Event through 6/30/2026
(Expenses must be incurred between these dates.)

Mailing Address: _____ **Social Security No.:** _____

City/Town, State _____ **ZIP:** _____ **Date of Birth:** _____

E-Mail: _____ **Daytime Phone:** _____ personal work

2 I work for (check one): Town (Bi-weekly 26) Schools (Bi-weekly 21)

3 Date of Hire or Qualified Change Event: _____

4 Eligibility Event (check one): New Hire Marriage Divorce Birth/Adoption
 Return from Leave of Absence Other: _____

5 New Benefit Elections for REMAINDER of the Plan Year:

FSA Health Care Account (\$3,300 annual maximum) Election for Remainder of Plan Year: \$ _____

For qualified, non-cosmetic health, dental, and vision expenses for participant, legal spouse (if married), eligible dependents (as defined by the IRS), and your adult children under age 26. Any unspent balance for the plan year—*up to \$660*—can roll over to the next plan year provided you re-enroll in the Health Care FSA for that new plan year. *Benefit card included.*

Ineligibility Notice: If you or your spouse have a Health Savings Account (HSA), you are not eligible for the Health Care FSA plan.

FSA Dependent Care Account (\$5,000 annual max. per family) Election for Remainder of Plan Year: \$ _____

For qualified **day care** expenses for eligible dependents (as defined by the Internal Revenue Service) under age 13, elderly dependents, and dependents with special needs. Confirm eligibility prior to enrolling. *Claim-based plan (no benefit card); participants must submit claim(s) for reimbursement from accrued funds.*

6 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 (if applicable) 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.
- **This election cannot be revoked or changed** during the plan year unless the participant experiences a qualifying event as defined by the IRS.
- **Participants must re-enroll each plan year; re-enrollment is not automatic.** Similarly, Dependent Care claims must be submitted each plan year.
- **Health Care FSA cards reload** at the start of each plan year each time you re-enroll; to avoid a new card fee do not discard your cards until they expire, even if you take a break from the plan.
- 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 has closed.
- Annual FSA administrative **fee of \$60** is paid via paycheck deduction and prorated for time in-plan.
- All claims for the Plan Year must be submitted within ninety (90) days following the end of Plan Year.
- 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:** _____

Human Resources: Add deduction info. at top & send to CPA via e-mail (info@cpa125.com) or fax (781-848-8477).