



2026 Spend Account Election Form

Upreach Group offers several ways to set aside pre-tax dollars to pay for medical and prescription drug expenses. The health care accounts available to you depend on the medical plan you choose.

Initial choices below:

Medical FSA: Medical FSA's allow employees to pay for qualified medical expenses on a pre-tax basis. The limit for 2026 is \$3,400. Only \$680 can be rolled over into 2027 and the rest is forfeited.

Enroll in FSA: _____

Contribution (\$3,400 max): _____

Waive this benefit: _____

Dependent FSA: Dependent FSA's allow employees to pay for childcare on a pre-tax basis. The limit is \$7,500 and \$3,750 if married and filing taxes separately.

Enroll in Dependent Care FSA: _____

Contribution (\$7,500 max): _____

Waive this benefit: _____

I understand that I cannot make changes to this benefit mid-year without a qualified life event.

Name: _____

Signature: _____

Date: _____