

FRINGE ACCOUNTS



Offer unique benefits.

Employers that offer benefit accounts for expenses related to family care, wellness, commuting, and other work expenses are seen as more caring and attentive by their workforce. With TASC Universal Benefit Account®, you can offer a wide variety of fringe accounts that save employees' money and position you as an employee-centric organization.

Caring for Family

Life can feel expensive and uncertain when employees are caring for children or aging parents. Employer-subsidized programs help employees minimize the financial stress of day-to-day and unexpected care needs. Plus, they improve productivity and build loyalty and retention.

The **Dependent Care FSA** lets employees set aside money **pretax** to cover eligible, care-related expenses (subject to IRS annual maximum). This stretches employee dollars and reduces taxable income for the employer.

TASC's **Back-Up Care Reimbursement Account** offers employees peace of mind when they face unexpected dependent care challenges. Employers can fund this account to help employees secure and pay for temporary care when regular care falls through. Note: Reimbursement funds are received as taxable income.

Getting to Work

Work-related commuting can be expensive, especially for downtown and urban areas. Offer employees the **pretax Transit Account** or **Parking Account** (or both). You'll help them plan ahead for work-related commuting expenses and cut employer expenses, because funds are deducted before taxes (subject to IRS maximums). Employees have the option to contribute post-tax dollars as well if their commuting costs are higher than the pretax maximums.

Another commuter benefit is the **post-tax Bike Account** for work-related use, which encourages healthy activity. An employer decides how much funding they would like to offer, and which expenses are eligible as part of the benefit account. Some eligible expenses may include bike purchase, maintenance, and storage.



In addition to tax advantages, commuter benefits also promote environmental responsibility. Employees who leave their cars at home and use public transportation greatly reduce their carbon emissions. When we reduce vehicle mileage, we improve air quality and help prevent serious illness.

PRETAX BENEFITS

The **Dependent Care FSA**, **Transit Account** and **Parking Account** all allow pretax contributions to help employees save money by reducing their taxable income.

Pretax contributions are subject to IRS maximums.

View current limits at:
tasconline.com/benefits-limits

TAX BENEFITS OF ACCOUNTABLE PLANS

IRS Accountable Plans reimburse employees for business-related expenses. Reimbursements are not taxable for employees and the employer can write it off as a business expense, saving payroll taxes for employers and avoiding tax liabilities for employees. It's important, however, to document the plan specifics for the record and ensure fair treatment for all employees. TASC can help with that process.

Taking Care of Business (Accountable Plans)

Employers can create and design **business-related expense accounts** to fit their specific needs and TASC makes it easy to track and reimburse what you determine to be eligible costs.

- [Workplace Tools Account](#) or [Work Clothes Account](#) to reimburse employees who require uniforms or tools.
- [Travel and Business Meals Account](#) to offset the expense of employee travel and meals.
- [Home Office Account](#) can help cover a variety of supplies for remote workers.
- [Professional Business Expense Account](#) is an easy way to manage reimbursement for continuing education credits or units, if provided by your organization.

Accountable Plans are 100% employer funded (no cap) and must comply with IRS regulations. Reimbursements are non-taxable and deposited directly to the participant's MyCash account on their TASC Card for easy access and expenditure.

Rewarding Good Habits

Encourage health and fitness through a customizable [Wellness Rewards Account](#). Companies can offer gym memberships, rewards for completing physical challenges or proactive health measures—whatever the employer feels will be beneficial to employees and incent healthier lifestyles. Why should you care? Healthy employees miss less work, are more productive, and produce lower insurance claims which can reduce your group premiums.

The [Back-Up Care Account](#) and [Bike Account](#) (previous page) are also examples of an employee reward account.

While Award/Reward Accounts are not accountable, funds are received as taxable income by the employee.

MYCASH REIMBURSEMENTS

Non-taxable reimbursements are fast and easy to access: Participating employees submit a request for reimbursement and, once approved, it's paid directly into their MyCash account on their TASC Card.

Smart. Easy. Connected.

The TASC Card is issued by MetaBank, Member FDIC, pursuant to license by Mastercard International Incorporated. Mastercard is a registered trademark, and the circles design is a trademark of Mastercard International Incorporated.



- Fastest reimbursement
- Spend MyCash funds on any purchase
- ATM accessible
- Manage on mobile/web