

# Kereon HSA

"Guiding You To Better Health"



## **Parking and Transportation Administration**



# Why participate in a Parking and Transportation Plan?

A Transportation and Parking Plan is a great way to attract and retain talented employees at little or no cost to the employer.

## Benefit to Employees

Participation in this plan allows employees to set aside pretax dollars to pay for parking and transit fees. This decreases the gross income an employee must report, thereby reducing the amount paid in Federal, State, and FICA taxes.

## Benefit to Employers

Under Section 132 of the IRS Code, employers are able to offer this additional benefit to employees while at the same time saving money through reductions in their payroll tax.

## How Does the Plan Work?

### **Parking Reimbursement**

Employers can allow their employees to elect to contribute up to the Federal maximum of \$230 per month to a tax-free Parking Reimbursement account.

### **Mass Transit Reimbursement**

Employers can allow their employees to elect to contribute up to the Federal maximum of \$230 per month to a tax-free Transit Reimbursement account.



### **Reimbursements**

When an employee incurs a qualified expense they simply submit a claim form along with receipts, if available, and they will be reimbursed up to the monthly amount elected. For example, if they elect \$230 per month and they incur \$240 in expenses for a month, they can be reimbursed \$230 for that month.

## Who can Participate in the Plan?

All eligible employees may participate in the plan. Furthermore, because this plan does not need to follow Federal ERISA regulations it can be offered to a single group of employees without anti-discrimination tests.



## Balance Rollovers

FSA 132 plans are unique from other types of FSA plans in that they allow for balance rollovers from month-to-month as well as from year-to-year.

## Termination of Employment

Any unused funds not spent by the end of an employer-determined grace period will be forfeited. These funds will be used by the employer to pay the administrative costs of the plan.

## Setting up the Plan

Setting up the plan is fast and easy when you work with Kereon's team of experienced professionals. We put together all of the documentation for communication and allow employees to log into their own account on our website to view details specific to both their individual employee accounts as well as employer plan documents. We also setup an employer login feature that allows our clients to access information such as contributions, claims, and available balances.

## Why Choose Kereon HSA?

Kereon began as a small company specializing in Third-Party Administration of Health Savings Accounts (HSA). Kereon HSA's executive management team designed and implemented the nation's first group HSA plan which became effective on 1-1-04. We were invited by the U.S. Treasury to help write the initial HSA guidance for the United States in January of 2004. Additionally, our market research indicates that we were the first and remain as one of the few companies nationwide with the experience and capability of administering blended Consumer-Driven Health Plans (CDHP). These plans are made up of Health Savings Accounts (HSA), Health Reimbursement Accounts (HRA), and Flexible Spending Accounts (FSA). We have since grown and expanded our expert administrative capabilities to include, among other things, Transportation and Parking Benefits. At Kereon, we listen to and understand our clients evolving needs. With our expertise and problem solving capabilities, we chart special plans designed just for you and your company!

**Kereon HSA**

[www.kereonhsa.com](http://www.kereonhsa.com)

(800) 824-8343

nwebster@kereonhsa.com