



EMERGENCY RESPONSE BENEFITS

UNIVERSAL BENEFIT ACCOUNT®

Emergency Expense Reimbursement Account

What is the Employee Benefit?

With an Emergency Expense Reimbursement Account (non-tax advantaged), employers can help cover unforeseen costs for their employees during an emergency. They define what qualifies as a reimbursable expense and determine the amount to pay for the plan year. Employees use these account funds to pay for unexpected expenses.

Things to Know:

Plan Design	<ul style="list-style-type: none"> Employers set the guidelines for their account in their plan design. <p><i>Example:</i> Set the contribution amount for the plan year, timing for funds and eligibility requirements.</p> Define what qualifies as an emergency (i.e., pandemic, natural disaster, etc.)
Eligible Expenses	Employers determine which items eligible for reimbursement as qualifying expenses due to emergency circumstances or a triggering event
Limits	Employers set plan year limits such as a maximum that can be reimbursed to an employee for the year.
Eligibility Requirements	<ul style="list-style-type: none"> Any employee is eligible to utilize this benefit account. Employer may choose to designate eligibility by an employee class, such as part-time or full-time status.
Funding	Employer funded
Enrollment	Enroll all employees at once at beginning of plan year for a widespread emergency event that occurs at any time throughout the year. The account can also be set up mid-year and contributions made after the onset of an emergency.
Disbursements	<ul style="list-style-type: none"> Verify the request meets eligibility requirements before approving reimbursement. Reimbursement payment to the employee is used to cover eligible expenses.
Tax Benefit	<ul style="list-style-type: none"> Employer contributions are tax deductible as a business expense. Employee reimbursement funds are received as taxable income.

Get started today!

We are ready to help you offer this helpful benefit. Just contact us today via one of the methods below.

Want to have TASC handle this benefit for you?

Fill out this form and we'll contact you:

[Get Started.](#)

Contact us to do all or part of this work effort for you:

1-888-595-2261