



EMERGENCY RESPONSE BENEFITS

UNIVERSAL BENEFIT ACCOUNT®

Disaster Relief Funding Account

What is the Employee Benefit?

Employers create a fund where employees, and the employer themselves, can donate money specific to a disaster that has struck, for example a federally-designated disaster due to hurricane or wildfire damage. This is a tax-advantaged (IRS restrictions apply) account in which all funds disbursed out of the account are tax-free and all funds contributed into the account are eligible for a tax deduction.

Things to Know:

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| Plan Design | Employers determine a charitable organization that will get the funds, how much, and when. |
| Eligible Expenses | For a tax-advantaged account , the funds must go to a charity helping in a situation that is the definition of a crisis or named disaster. The employer must select an approved 501(c)3 charitable organization that is associated with the disaster. |
| Limits | Any amount up to the account balance can be made as charitable donation. |
| Eligibility Requirements | n/a |
| Funding | Employee and employer funded |
| Enrollment | n/a |
| Disbursements | Disbursements are sent to the charitable organization in the form of a grant. |
| Tax Benefit | No tax implications as long as the donation is made to a 501(c)3 charitable organization in good standing with the IRS.. |

Additional Resources

We want to help! You don't need to be a TASC customer to call our hotline or download our helpful documents.

| General questions on this benefit | Want to administer this account yourself | Want guidance for your benefits TPA? | Want to have TASC handle this benefit for you? |
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| <p>Call our Special Forces COVID-19 hotline: 📞 Call 1-833-433-1002</p> | <p>Download our helpful How-To document: Get Started.</p> | <p>Share our How-To document with your administrator: Get Started.</p> | <p>Contact us to do all or part of this work effort for you: 📞 1-888-595-2261, or Get Started.</p> |



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Why TASC?

For more than 40 years, TASC has been a leader, an innovator, and a partner of employers committed to ensuring the health, wealth and well-being of their employees and their employees' families and community. TASC was a pioneer in assisting sole-proprietor farmers and small businesses save billions in tax dollars through the adoption of health reimbursement plans; challenging many ill-informed IRS auditors, accountants, and naysayers along the way. TASC, through FlexSystem, brought the idea of a Cafeteria Plans to large and small businesses; challenging the notion that such plans were burdensome, complicated and difficult to administer.

There from the beginning of Section 125, TASC has brought its knowledge and expertise forward with the idea that together we can improve lives of many, strengthen our communities, and make benefits feel like benefits. TASC understands that each employers circumstance is different. TASC offers its guidance based upon the wealth of its experience as an employer and as a benefits administrator. It is not legal or tax advice and should not be taken as such but is offered to prompt knowledgeable inquiry of your plan professionals and provoke thoughtful plan decision making.