



# EMERGENCY RESPONSE BENEFITS

UNIVERSAL BENEFIT ACCOUNT®

## Life Event PTO Account

### What is the Employee Benefit?

A Life Event PTO Account allows employees to donate their earned PTO to other employees who need extra time for a life event. For example, an employee who needs extra time for an adoption or helping a loved one through a prolonged illness. There are no legislative restrictions on how the donated hours are distributed or to whom. Employees can help any designated individual suffering a crisis or personal hardship. So while there are not tax advantages, it's a simple and easy (even anonymous, if desired) way for employees to help their peers.

### Things to Know:

|                                 |   |
|---------------------------------|---|
| <b>Plan Design</b>              | An employees can, but does not have to, designate the recipient of their PTO time. In the absence of such designation the employer would approve the granting of PTO sharing hours.   |
| <b>Eligible Expenses</b>        | n/a   |
| <b>Limits</b>                   | n/a   |
| <b>Eligibility Requirements</b> | Any employee may be eligible to participate and apply to receive PTO from the Life Event PTO Account. Employers may determine eligible classes of employees (full-time, part time) but should be mindful of discrimination considerations.                                    |
| <b>Funding</b>                  | Employee funded   |
| <b>Enrollment</b>               | Employees can be enrolled at any time by the employer upon approving an employee to receive hours.  |
| <b>Disbursements</b>            | Once an application is approved, the employee will receive hours in their PTO account to be used.   |
| <b>Tax Implications</b>         | PTO donations are typically taxable to the donating employee (i.e., included in the employees wages and subject to payroll taxes). Payments received by an employee using the donated PTO must be treated as W2 wages for all income and employment tax withholding purposes. |

### 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