

# U.S. Benefits

How do you benefit?



## FSA Commuter Benefits Overview

### Transit FSA (US employees excluding Hawaii)

- Pre-tax savings account that can be used to pay for transportation expenses such as bus, subway, train, trolley, meters, vanpool, and rideshare (Uber Pool & Lyft Shared).
- Transit FSA maximum contribution is \$300 per month. Employees will receive a debit card in the mail for use on these transactions. Funds are available for debit card purchases as the contributions are made through payroll. Example: If \$255 is elected each month to fund the FSA, \$127.50 per paycheck will be deposited into the account.
- Due to IRS guidelines, reimbursement claims cannot be manually submitted for transit expenses. The debit card must be used for all transit purchases.
- If enrolled in health care or dependent care FSA, the same debit card is used for all accounts.
- Funds from the previous year will roll over to the next plan year for an active employee. The last day to use transit funds for terminated employees is the last day of employment.

### Parking FSA (Hawaii employees only)

- Pre-tax savings account that can be used to pay for Hawaii parking expenses.
- Parking FSA maximum contribution is \$300 per month. WWT will contribute up to this full amount, should you choose to enroll. Funds are available for purchases as the contributions are made through payroll.
- The last day to use funds for the plan year is 12/31. Your funds from the previous year will **NOT** roll over to the next plan year. Re-enrollment for the upcoming year must happen through the Vantage portal during annual open enrollment.
- Funds can be used by swiping the FSA debit card provided by P&A Group and/or submitting for reimbursement.

**\*Commuter FSA elections can be changed at any time throughout the plan year. To do this, please go to Vantage > Benefits > Declare an Event > Change in Commuter. Changes will be effective first of the following month.**

**\*Download the P&A Group mobile app or go to [www.padmin.com](http://www.padmin.com) to manage your account.**