

Commuter Benefits

Money saving transportation plans for commuters.



Commuter Benefits are account-based transportation benefit plans that offer participants tax savings on work-related commuting expenses. Clients can choose to offer a **transit** and/or **parking** account to their participants.



Commuter Benefits



Transit Accounts

Transit accounts can be used to pay for eligible transit expenses to and from the workplace. Eligible transit expenses are defined as passes, tokens, fare cards, vouchers, or similar items for:

- Mass transit (such as the train, bus, subway, or ferry)
- Commuter highway vehicles (such as vanpools)



Commuter Benefits Tools

Online Account

Employer administration and participant account management is available all day, every day with our online account.



Parking Accounts

Parking accounts can be used to pay for the following types of parking:

- At or near the participant's regular place of employment
- At a location from which a participant commutes to work by carpool, commuter highway vehicle, or mass transit



Communication Resources

Access employer education materials, toolkits to support open enrollment, and more! All available in your online account and at www.ebcflex.com.



Plan Features

- Benefits satisfy commuter plan requirements in certain metro areas
- Contributions are set on a monthly basis
- Recurring contribution options
- **Benefits Card** provided to pay for eligible transit or parking expenses
- Smart technology allows all EBC account-based products, including FSA, HSA, and HRA, to be loaded on one Benefits Card
- Primary cardholders can add the Benefits Card to their digital wallet to ensure seamless payments for commuter expenses when contactless transactions are required
- Option for employer-provided parking where employers manage the parking relationship through pre-tax payroll deductions



Where Commuter Benefits Are Required*

Some states and cities require employers to offer commuter benefits like pre-tax transit options. Here's where it's mandatory:

California	Bay Area Region Berkeley Los Angeles Richmond San Francisco
Illinois	Chicago Metro Area
New Jersey	Statewide
New York	New York City
Pennsylvania	Philadelphia
Washington, D.C.	District-wide
Washington State	Seattle

*This information is provided for general informational purposes only and may not reflect the most current legal requirements. Employers should consult with their legal counsel to ensure compliance with all applicable local, state, and federal commuter benefits laws. EBC does not provide legal advice or legal services.

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