

THE 132 ADVANTAGE

Which Expenses are Qualified?

Expenses for commuting to and from work, reimbursable up to the monthly limit for:

Parking

- Parking for your vehicle (or bicycle) in a facility that is near your place of work
- Parking at a location from where you commute to work (i.e. the cost of parking in a lot near a train/bus station so you can continue your commute to work).

Mass Transit

- Costs for any pass, token, fare card, voucher, or other item that entitles you to use mass transit for the purpose of traveling to or from work (i.e. bus, subway, train, light rail, monorail, ferry, or vanpool costs).
- Eligible mass transit can be a public system, or a company/individual who is in the business of transporting people in a “commuter highway vehicle.” The vehicle must have a seating capacity of six or more adults (not including the driver), and at least 80% of its mileage must be from transporting employees to and from their place of work. Additionally, the vehicle must be carrying at least three passengers (not including the driver).

What Doesn't Qualify?

- Non-work related expenses
- Expenses reimbursed by your employer
- Bridge and road tolls
- Carpool expenses
- Parking and transportation for spouse or dependents
- Gas/fuel expenses

What if My Expenses Change?

If your expenses fluctuate throughout the year, you are allowed to change your election amount, and further the benefit does not include a “use it or lose it” penalty like similar 125 FSA plans. Any unused funds will carry forward to the next plan year in which you are an active participant.



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