

# Employee Care Card Use Cases

The COVID-19 situation is an unparalleled global event that is putting tremendous pressures on people, families, businesses and the economy at large.

With the Employee Care Card, employers can show their employees how much they care with targeted financial assistance to address their needs during this challenging time. The program can be used to support both pre- and post-tax distributions of financial assistance.

	<b>Disaster relief payments</b>	<b>Emergency spending</b>	<b>Employee wellness</b>
<b>Tax status</b>	Pre-tax	Post-tax	Post-tax
<b>Eligible expenses</b>	Qualified disaster payments for "reasonable and necessary personal, family, living or funeral expenses incurred as a result of COVID-19"	Fully customizable by employer; expenses can be restricted by merchant or spend category to address most critical employee needs	Fully customizable by the employer, to reward employees with wellness services like gym memberships, fitness activities and more
<b>Funding</b>	Employer-funded	Employer-funded	Employer-funded
<b>Employee eligibility</b>	Employer determines	Employer determines	Employer determines
<b>Contribution limits</b>	None	None	None
<b>Substantiation requirements</b>	No	No	No
<b>Plan document</b>	No	No	No
<b>Non-discrimination testing</b>	Not required	Not required	Not required
<b>Plan duration</b>	Must begin on or after March 13, 2020	Employer determines	Employer determines, typically 12 months

During trying times such as these, employees will look to their employers for help and support. With the Employee Care Card, employers can administer their pre-tax and post-tax employee financial assistance programs with maximum flexibility and control.

**Call us at 206.812.1408 to learn more.**