

Benefits Handbook Date October 1, 2024

# **Transportation Reimbursement Incentive Program (TRIP)**

Marsh McLennan



## **Transportation Reimbursement Incentive Program (TRIP)**

*If you commute to work on public transportation or pay to park at work or at a park-and-ride lot, you will be interested in the Transportation Reimbursement Incentive Program—or TRIP—which is a commuter benefit that allows US regular employees of participating employers to pay for monthly transit and parking through before-tax payroll deductions.*

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## The Plan at a Glance

Plan Feature	Highlights
<b>How the Plan Works</b>	<ul style="list-style-type: none"> <li>▪ TRIP is administered by HealthEquity, a leading provider of commuter benefits programs to employers.</li> <li>▪ When you enroll in the Transportation Reimbursement Incentive Program, you establish an account with HealthEquity that is replenished each month through payroll deductions.</li> <li>▪ HealthEquity uses that account to buy your transit pass, pay for your qualified parking, or reimburse you for qualified expenses based on the arrangements you make when you enroll.</li> <li>▪ You can change your arrangement every month, if you wish.</li> </ul>
<b>Eligibility</b>	<ul style="list-style-type: none"> <li>▪ You are eligible to participate in this program if you meet the eligibility requirements.</li> <li>▪ See “Participating in the Plan” on page 2 for details.</li> </ul>
<b>Enrollment</b>	<ul style="list-style-type: none"> <li>▪ You can enroll at any time online at <a href="http://www.healthequity.com">www.healthequity.com</a> or by telephone at +1 877 924 3967, 24/7 (with the exception of Federal holiday's).</li> </ul>
<b>Limits</b>	<ul style="list-style-type: none"> <li>▪ Currently, the Internal Revenue Service (IRS) federal limit for before-tax transit expenses is \$315 per month for transportation in a qualified commuter highway vehicle and transit passes.</li> <li>▪ The federal limit for before-tax parking expenses is \$315 per month.</li> </ul>
<b>Contact Information</b>	<p>For more information, contact:            HealthEquity            Website: <a href="http://www.healthequity.com">www.healthequity.com</a>            Click on <b>Login</b>, select <b>WageWorks</b> and click on <b>Employee Login</b>.            First time user: select register. Returning user: enter username and password            Phone: +1 877 924 3967, 24/7 (with the exception of Federal holidays). You can also Chat with HealthEquity Member Services by logging into your account in HealthEquity and selecting Chat from the dashboard.            Marsh McLennan (Company) does not administer this plan. HealthEquity's decisions are final and binding.</p>

## Participating in the Plan

The following section provides information on how you start participating in the Plan.

If you are an employee of the Company or any subsidiary or affiliate of the Company and you meet the requirements, you become eligible on your eligibility date.

### Eligible Employees

To be eligible for the benefits described in this Benefits Handbook you must meet the eligibility criteria listed below.

#### ***Marsh & McLennan Companies Employees (other than MMA)***

You are eligible if you are an employee classified on payroll as a US regular employee or temporary San Francisco employee of the Company or any subsidiary or affiliate of the Company (other than Marsh & McLennan Agency LLC and any of its subsidiaries (MMA)).

Individuals of the Company who are classified on payroll as temporary employees (excluding temporary San Francisco employees), who are compensated as independent contractors or who are employed by any entity in Bermuda, Barbados or Cayman Islands are not eligible to participate.

#### ***MMA Employees***

You are eligible if you are an employee classified on payroll as a US regular employee or temporary employee of San Francisco of Marsh & McLennan Agency LLC – Corporate (MMA-Corporate), Marsh & McLennan Agency LLC – Alaska (MMA-Alaska), Marsh & McLennan Agency LLC – Northeast (MMA-Northeast), Security Insurance Services of Marsh & McLennan Agency LLC or Marsh & McLennan Agency LLC, Private Client Services – National Region (MMA PCS – National).

Individuals who are classified on payroll as temporary employees (excluding temporary San Francisco employees) or who are compensated as independent contractors are not eligible to participate.

#### ***Your Eligibility Date***

There is no waiting period if you are Actively-At-Work. Your eligibility date is the first day you are Actively-At-Work on or after your date of hire.

#### **“You,” “Your,” and “Employee”**

As used throughout this plan summary, “employee”, “you” and “your” always mean:

- For Marsh & McLennan Companies participants: a US regular employee or temporary San Francisco employee of the Company or any subsidiary or affiliate of the Company (other than MMA).
- For MMA participants: a US regular employee or temporary San Francisco employee of MMA-Corporate, MMA-Alaska, MMA-Northeast, Security Insurance Services of Marsh & McLennan Agency LLC or Marsh & McLennan Agency LLC, Private Client Services – National Region (MMA PCS – National).

In addition, references in this document to Marsh & McLennan Companies mean Marsh McLennan.

## Enrollment

### ***What information should I have handy when I go to the HealthEquity website to enroll for a transit pass or parking fee?***

- For a transit election, you need to know the name of your transit provider and the type of transit pass you use (e.g., monthly, zones, destinations, number of trips).
- For a parking election, you need to know the name of your parking facility. If your parking facility is not currently set up on a HealthEquity direct pay arrangement, then you need to know the billing address of your provider, the telephone number of your provider and your parking account number. **Please note that the billing address of your parking provider may be different from the street address of where you park.** You may also choose to enter your parking invoice number, your stall number, your lot number and/or your license plate number.

### ***Do I need to cancel an existing transit pass when enrolling in TRIP?***

If you currently have a payment arrangement with a transit agency, you will need to cancel that arrangement when you establish your TRIP account via HealthEquity.

Note that if you are enrolled in New York City-area's Metro-North or the Long Island Railroad (LIRR) Mail&Ride program either as a HealthEquity participant at a previous employer, or directly via the various payment options offered by the Mail&Ride program, be sure to cancel any existing payment information on your Mail&Ride account prior to enrolling in the HealthEquity program as a Company employee.

### ***I am already enrolled in a local office transit or parking reimbursement program. Can I still enroll for TRIP?***

No. Due to IRS regulations, TRIP cannot be combined with any local office transit or parking reimbursement program. If your local office sponsors a parking or transit program, but you choose not to participate, you may enroll in TRIP. As long as you participate in any part of the local office program, however, you are not eligible for TRIP. For example, even if your participation in a local office program is limited to transit service, you may not use TRIP to pay your parking fees.

### ***Can I sign up at any time?***

Yes, but you must sign up by certain deadlines to begin enjoying your TRIP benefits the following month.

## ***Enrolling Online***

If you currently have a payment arrangement with a transit agency, you will need to cancel that arrangement when you establish your TRIP account via HealthEquity.

Note that if you are enrolled in New York City-area's Metro-North or the Long Island Railroad (LIRR) Mail&Ride program either as a HealthEquity participant at a previous employer, or directly via the various payment options offered by the Mail&Ride program, be sure to cancel any existing payment information on your Mail&Ride account prior to enrolling in the HealthEquity program as a Company employee. Please also note that when electing your transit benefit with Metro-North or LIRR, you will be asked to input the cost of your monthly pass. Here is where you need to decide if you want HealthEquity to send just the amount equal to the before-tax limit to the agency or the entire cost of your monthly pass. There are two scenarios:

- If you elect to have just the amount equal to the before-tax limit deducted from your pay and sent to Metro-North or LIRR, you will then need to provide an alternate form of payment to the agency. The advantage to this is that if there is ever a fare increase with Metro-North or LIRR, you will not need to revise your election with HealthEquity. However, you would need to go to the HealthEquity website to update your election if and when the before-tax limit is increased.
- If you elect to have the entire cost of your monthly pass deducted from your pay and sent to Metro-North or LIRR, you can decide if you want to provide an alternate form of payment to the agency. If you provide an alternate form of payment to the agency, the agency will only charge you directly if the amount they received from HealthEquity was insufficient to purchase your monthly pass. If you do not have an alternate form of payment on file with Metro-North or LIRR and there is a fare increase in the future, you would need to make sure you updated the new fare price at the HealthEquity website. As of October 2021, Metro-North and LIRR are no longer delivering physical passes. To obtain your pass, members will need to download the MTA eTix app and sign up for an account, then sign into their Mail&Ride account and change the ticket delivery option to eTix. If the cost of your pass is more than the monthly before-tax limit, your before-tax election amount will automatically be increased whenever the limit is increased in the future.

Step 1: Go to the HealthEquity website – <http://www.healthequity.com> and click on the Login on the right side of the page.

Step 2: Click on WageWorks.

Step 3: Click on Employee Login.

Step 4: Click on register to create an account.

Step 5: Follow the instructions to create a user-name and password.

Step 6: Read the User Agreement and confirm your acceptance.

Step 7: Review your personal information and submit.

Step 8: Select “Place Commuter Order” in the “Manage my account” section and choose your transportation option.

- with “Public Transportation,” you’ll choose your transit agency and type of pass and fare. If your desired transit agency or fare option is not available through HealthEquity, you may choose to be reimbursed for the expense. You will also have the option to select a Transit Commuter Card.
- with “Parking,” you’ll choose whether you want HealthEquity to pay your parking provider directly or whether you want to be reimbursed for parking expenses or whether you want a Parking Commuter Card.
- if you use two different transit services (for example a train and a bus), you will need to make two elections. After confirming your first election, choose the appropriate link to choose your second method of transportation.

Remember: Your election is for future commuting expenses. You cannot enroll for commuting expenses already incurred.

Step 9: Confirm your selection and, if you’ve chosen a transit pass, look for the pass to arrive in the mail a few days prior to the start of the month in which it’s to be used. **Note: for New York City-area’s Metro-North or the Long Island Railroad Mail&Ride program, effective October 1, 2021, paper ticket option for your monthly pass will no longer be available. The monthly pass will be an electronic ticket and available only through the MTA eTix®, a free mobile application. You must have your Mail&Ride account set up for the ticket delivery option of MTA eTix to receive your monthly ticket electronically.** If you are paid semi-monthly, the cost will be automatically deducted from your pay in the last paycheck of the month prior to the benefit month. (For example, the cost for your January transportation expense will be deducted from your December 31 paycheck.) If you are paid weekly, the cost will be automatically deducted from your third paycheck of the month prior to the benefit month.

*When I try to enroll for TRIP using the HealthEquity’s website, I receive a message that my information cannot be verified. Does this mean that I am not eligible for TRIP?*

In order to be eligible for TRIP, you must meet the eligibility requirements set forth in the “Eligibility” section.

*Is my personal information secure on the HealthEquity website?*

Yes. When you enter personal information such as your date of birth (month and day only), home zip code and Social Security Number (only last 4 digits), that information is encrypted using Secure Sockets Layer (SSL) 128-bit encryption technology. When you enroll, you create a username and password to establish your account. Once your account is established, you must log on to update your profile, place orders or review your account status—all of which are done on secure pages. While on a secure page, such as the registration or “MyAccount” page, the icon on the bottom of Web browsers such as Netscape Navigator and Microsoft Internet Explorer will show a “locked” status with a lock symbol. For HealthEquity’s complete policy on privacy and security, visit the HealthEquity homepage.



## ***Enrolling by Phone***

Call HealthEquity toll-free at +1 877 924 3967 and ask to enroll in the Transportation Reimbursement Incentive Program. A member service representative will ask you the questions needed to sign up. That's all.

HealthEquity's representatives are available 24/7 (excluding Federal holidays).

## **Taxes**

Because all or a portion of your transportation costs are deducted from your pay on a before-tax basis (up to IRS-imposed limits), you have the potential to save on your transit and parking expenses.

For example, assume that...

Your transit pass costs:	\$100 per month
Your tax rates are:	28% federal income tax 8% FICA (rounded) 4% state income tax Total taxes = 40%
You would save in taxes:	\$40 per month (\$100 x 40%) \$480 per year (\$40 x 12)

This example is for illustrative purposes and does not reflect an individual's financial situation. Your tax savings, which could be more or less, will depend on your residence state and applicable taxes. Please consult with a personal tax adviser for specific tax questions and advice.

## ***Limits and Exceptions***

Note that currently...

- federal tax law limits the amount of gross wages that you may spend each month on tax-free transit or parking. Currently, the limits are:
  - For transit or vanpool: \$315 per month.
  - For parking: \$315 per month.

If your transit or parking expense is more than the federal before-tax limit, the excess will be deducted on an after-tax basis. For example, if you elect to purchase your \$350 monthly transit pass through TRIP, \$350 will be deducted from your pay, but only \$315 of the \$350 will be deducted on a before-tax basis. The remaining \$35 will be deducted on an after-tax basis.

**Note:** In Pennsylvania and Mississippi, TRIP contributions are subject to state taxes.

### ***What are the limits for before-tax spending if I incur mass transit and parking expenses as part of my daily commute?***

Currently, the IRS federal limit for before-tax transit expenses is \$315 per month for transportation in a qualified commuter highway vehicle and transit passes. The federal limit for before-tax parking expenses is \$315 per month. If you incur transit and parking expenses, the limits remain separate and independent. For example, let's say you pay \$375 per month for transit and \$315 per month for parking. Since the before-tax limit for transit spending is \$315 per month, \$315 of your transit expenses will be deducted from your paycheck on a before-tax basis, while the remaining \$60 will be deducted on an after-tax basis. For parking, your \$315 monthly expense will be deducted in full on a before-tax basis.

### ***My monthly transit pass costs \$350. How do I pay for the \$35 that cannot be deducted on a before-tax basis? Do I have to write a check for the balance?***

No. If your transit or parking expenses exceed the before-tax limits set by the IRS, your remaining expenses are deducted from your paycheck on an after-tax basis. In this case, \$315 in transit expenses will be deducted from your paycheck on a before-tax basis, while the remaining \$35 will be deducted on an after-tax basis.

### ***If the IRS audits my personal tax records, how can I access my HealthEquity records to document my use of the before-tax commuter benefit?***

A record of all your HealthEquity transactions for the current calendar year and a limited number of prior years is available through the "Commuter" page on the HealthEquity website under "View Order History". For records no longer available online, you can contact HealthEquity directly for your account information.

## **Changing Coverage**

### ***TRIP and Leaving the Company***

#### ***What happens to my pass if I leave the Company?***

After your employment ends, HealthEquity will automatically cancel your elections for future months. If you missed the deadline for canceling your pass—and you terminate employment before the start of the following month—you can either return the pass for that month to the transit agency for a refund of only the after-tax paid or use the pass. Not all transit authorities accept returned passes. Contact HealthEquity to find out if the transit agency accepts returned passes. Note, however, that you are responsible for the cost of the pass with respect to a month in which you are not an employee and you may be liable for taxes on the value of the pass. You may want to consult a tax adviser for details. You cannot seek reimbursement from either HealthEquity or Marsh McLennan for any expenses incurred after you leave the Company.

You may also choose to return an unused pass to the transit authorities that accept returned passes. Please note, however, that HealthEquity will only reimburse you for any after-tax portion of your election. In this situation, you will still be responsible for the before-tax portion.

If the deadline for changing or canceling your election has not yet passed by the time you realize that you will be going on a leave from the Company, you should change your election as necessary to avoid having an excess deduction and possibly a forfeiture.

### ***What happens when I leave the Company after having made an election to receive reimbursement benefits?***

You will not be entitled to reimbursement for any expenses incurred after you leave the Company. Any unused amounts set aside in your account for which you do not properly request reimbursement for qualified expenses will be forfeited. As a result, if the deadline for changing or canceling your election has not yet passed by the time you realize that you will be leaving the Company, you should change your election as necessary to avoid having an excess deduction and possibly a forfeiture.

## ***TRIP and Leave of Absence***

### ***What happens to my TRIP election if I go on a leave of absence?***

While you are on a leave of absence, you are not eligible to participate in TRIP. HealthEquity will automatically clear your record once they are notified by the Company that you are on a leave of absence. Once you return from your leave, you will have to contact HealthEquity to reelect your TRIP election.

### ***What happens if I receive a pre-elected pass while I am on a leave of absence?***

If you missed the deadline for canceling your pass—and you go on a leave of absence before the start of the following month—you can either return the pass for that month to the transit agency for a refund or use the pass. Not all transit authorities accept returned passes. Contact HealthEquity to find out if the transit agency accepts returned passes. Note, however, that you are responsible for the cost of the pass with respect to a month in which you are on leave and you may be liable for taxes on the value of the pass. You may want to consult a tax adviser for details.

You may also choose to return an unused pass to the transit authorities that accept returned passes. Please note, however, that HealthEquity will only reimburse you for any after-tax portion of your election.

If the deadline for changing or canceling your election has not yet passed by the time you realize that you will be going on a leave from the Company, you should change your election as necessary to avoid having an excess deduction and possibly a forfeiture.

## When Coverage Ends

Coverage ends on the first of the following to occur:

- the date you terminate employment.
- the date you no longer meet the eligibility requirements.
- the date of your death.
- the date the Plan is terminated.
- the date you discontinue coverage.

## Special Notes

All address changes must be made via the HealthEquity website or by contacting HealthEquity directly at +1 877 924 3967.

If your Social Security Number is updated on the Company's records (for example, because it was incorrect), you will need to re-enroll with HealthEquity because your incorrect number will inactivate your HealthEquity account.

Neither Marsh McLennan nor HealthEquity is responsible for the use of employee addresses that are given to transportation agencies or parking providers for fulfillment purposes.

TRIP participants are responsible for lost tickets or tickets that do not arrive in a timely manner because of an address change that was not timely reported to the Company or HealthEquity.

The "Pay Me Back" feature is administered by HealthEquity. Any questions concerning receipts, certifications, and reimbursements should be directed to HealthEquity.

HealthEquity's decisions are final and binding. Marsh McLennan does not administer this Plan.

HealthEquity conducts periodic satisfaction surveys (by email, phone and US mail), sent to participants chosen at random. Your participation would be appreciated since customer feedback helps enhance the service to you.

TRIP is intended to comply with Internal Revenue Service guidelines governing commuter benefits (qualified transportation fringe benefit).

## How the Plan Works

The Transportation Reimbursement Incentive Program is a commuter benefit that allows Company employees to:

- elect transit passes in more than 150 metropolitan areas across the US or have their monthly parking fees paid directly.

- pay for their transit pass or parking fees through payroll deductions with before-tax dollars (subject to plan limits), which could translate into a potential tax savings on their commuting expenses.
- have their transit pass delivered to their home address.
- enroll via the Internet or the telephone.
- sign up for regular subscriptions or different benefits each month (in other words, you can change your request each month).

If you commute to work, you may want to consider TRIP, especially if you:

- ride public transportation, including buses, trains and subways.
- participate in a vanpool.
- pay to park at work or at a park-and-ride lot.

TRIP is administered by HealthEquity, a leading provider of commuter benefits programs to employers.

When you enroll in the Transportation Reimbursement Incentive Program, you establish an account with HealthEquity that is replenished each month through payroll deductions. HealthEquity uses that account to buy your transit pass, pay for your qualified parking, or reimburse you for qualified expenses based on the arrangements you make when you enroll. You can change your arrangement every month, if you wish.

## Elections

The deadlines to order, change or cancel your elections are important. You must make your election by a given day of the month before the benefit month.

- To order or change the amount of the payment to your Mail&Ride Account for LIRR or Metro-North Railroad:
  - Order or elect through HealthEquity by the 4<sup>th</sup> day of the prior month (for example, December 4 for a January pass).
  - To use your before-tax benefit for LIRR or Metro-North Railroad, you must have an existing Mail&Ride account. Any changes to your address, origin/destination and MetroCard must be made through the Mail&Ride website: [https://ec0.mta.info/lirr/Cvar\\_MR](https://ec0.mta.info/lirr/Cvar_MR) or customer service center: LIRR at +1 800 649 NYYN or Metro-North at +1 212 340 2020 by the cutoff designated by the Mail&Ride programs.
- For all other transit agencies and vanpools:
  - Order by the 10<sup>th</sup> day of the prior month (for example, December 10 for a January pass).

- For direct pay parking:
  - Elect by the 10<sup>th</sup> day of the prior month (for example, December 10 for parking to be paid for January).
- For **out-of-pocket expenses**:
  - Elect by the 10<sup>th</sup> day of the prior month (for example, December 10 for January payment) AND submit receipts by the 10<sup>th</sup> day of the month to be reimbursed by the end of the month (for example, January 10 for January 31 reimbursement, if you have incurred the expense by that date. Otherwise, you must wait until the expenses are incurred before you can request reimbursement.)

If you sign up for a pass after a monthly deadline, you must wait until the month after the following month to enjoy the benefit. If you sign up and choose “Every Month,” you won’t have to worry about the deadlines again until you change or cancel your existing election.

### ***What if I need to make a change to my elections?***

You can change or discontinue your participation at any time. Keep in mind, though, that there are deadlines for changing or canceling benefits for any given month.

## **Managing Your Elections**

### ***My transit or parking provider is not currently available in the HealthEquity catalog. Will my provider be added at a later date?***

You are encouraged to notify HealthEquity of transit and parking providers that are not included in its catalog. HealthEquity will then contact the provider and attempt to establish a relationship. Of course, you can still use HealthEquity even if your provider is not included in the catalog.

### ***What if my transit provider increases fares?***

Once HealthEquity is notified of the fare increase, in most cases your election will be increased automatically to reflect the increased fare. If you are enrolled in New York City-area’s Metro-North or the Long Island Railroad (LIRR) Mail&Ride program you may need to increase your election to reflect the increased fare. See *Enrolling Online* in the “Enrollment” section starting on page 3 for details.

***Due to unanticipated circumstances, I incurred transit or parking expenses this month that I was unable to account for beforehand with HealthEquity. Can I be reimbursed for these unforeseen expenses even though I missed the pre-pay deadline?***

No. According to IRS regulations, all before-tax transit and parking expenses must be elected and pre-paid prior to the benefit month. Unless you account for anticipated reimbursement expenses beforehand by setting aside a specified dollar amount prior to the monthly deadline in your HealthEquity account, you cannot be reimbursed for your expense. Keep in mind that if you do not submit for reimbursement for the money you set aside for “Pay Me Back” within 180 days of making an election, you will forfeit the remaining balance. You have the option to submit for reimbursement with or without a receipt. If you choose to submit for reimbursement without a receipt – make sure you have selected that specific radio button that indicates you are submitting with no receipt and also check the box to attest that you have incurred a parking expense when prompted.

***I pay for my parking up front once a year, but TRIP asks for a monthly contribution. How do I use TRIP’s “Pay Me Back” feature?***

In order to pre-pay for your parking with before-tax dollars using TRIP, you must prorate your long-term parking expenses on a monthly basis. For example, let’s say you pre-paid \$1,200 per year to park at work. If you divide \$1,200 by 12, your monthly parking expense comes to \$100. You can use HealthEquity “Pay Me Back” feature to input a monthly parking expense of \$100, either one month at a time, or for every month.

***I recently received a call from a HealthEquity representative questioning my order. Why did I receive this call?***

If HealthEquity believes you haven’t found the transit pass you were looking for—for instance, you’ve chosen the “Pay Me Back” feature to order a transit pass, a representative will call you to suggest another transit option. Under IRS regulations, when a transit pass is readily available, it must be delivered directly to you in order for you to qualify for before-tax benefits. If a transit pass is included in the HealthEquity catalog, you are required to order the pass directly, rather than use the “Pay Me Back” feature. Of course, if your transit provider and/or transit pass option is not included in the HealthEquity catalog and your only option is to use the “Pay Me Back” feature, reimbursement is perfectly acceptable.

## **Transit Passes and Parking**

### ***Is it possible to have my transit pass sent to another address, instead of my home address?***

Yes. When you register for TRIP, your shipping address defaults to your home address as recorded in the Company's records. If you do not want your transit pass mailed to this address, HealthEquity allows you to input an alternate mailing address. HealthEquity recommends that you **do not** have your pass sent to you at your work address because of the potential for not reaching you in a timely fashion. You are responsible for the cost of any pass that does not reach you because you used an address different from the one in the Company's records.

### ***What if my pass doesn't arrive in time?***

If your pass does not arrive by the last business day of the month prior to the benefit month, you should contact HealthEquity directly at +1 877 924 3967. You must report the undelivered pass by the third business day of the month for which the pass was effective.

If your pass does not arrive in a timely manner because you did not report your address change to the Company or HealthEquity, you are responsible for the cost of the pass.

### ***What if I lose my pass?***

Unfortunately, if you lose your pass during the benefit month, it cannot be replaced. You are responsible for the cost of the original pass as well as the replacement pass.

### ***Can I return my transit pass to my local transit provider after the pass arrives from HealthEquity?***

No. When you request a pass from HealthEquity, you agree not to sell, barter, exchange or otherwise transfer to any other person goods or services obtained through use of the program. This includes returning goods and services to your provider for cash or any other consideration other than for direct exchange, e.g., in the case of a damaged or defective pass.

### ***How do I get reimbursed if my transit pass or parking permit is not available through HealthEquity?***

Log on to HealthEquity's website and follow the "Pay Me Back" instructions. For transit Pay Me Back, you will need to contact HealthEquity Service Center.



### ***Can I purchase transit passes or parking fees for my family members or friends through the HealthEquity service?***

No. When you request a pass from HealthEquity, you agree not to sell, barter, exchange or otherwise transfer to any other person goods or services obtained through use of the program under any circumstances. This includes using the HealthEquity service to purchase goods or services for another individual. You also agree that the pass will be used solely by you for the sole purpose of commuting from your home to your Company workplace and vice versa. TRIP is a commuter benefit available to you exclusively as a Marsh McLennan employee.

### **Commuter Cards**

Transit and Parking funds are loaded onto one card and are stored as separate buckets of transit and parking funds. The Commuter Card delivers savings and convenience when you pay for eligible transit and parking expenses as part of your commute. You can elect Transit and/or Parking to be loaded to your Commuter Card via [www.healthequity.com](http://www.healthequity.com) or by contacting customer service at +1 877 924 3967, 24/7 (excluding Federal holidays).

Your Commuter Card is valid at providers that accept VISA credit or debit cards. Your card is only valid for eligible transit and parking expenses under IRS rules. Please keep in mind that under the IRS rules for Commuter plans, the allowed spend is different for transit than it is for parking. For transit funds, the total cost of your purchase will be deducted from the available pre-tax dollars and then if needed and available from your post tax dollars. Parking funds will only allow you to spend up to the pre-tax limit (\$315 in 2024) in a calendar month regardless of the amount of pre-tax dollars in your parking funding.

In the event that you leave the Company, there is a special rule for transit funding that allows you to spend down the transit funding on your Commuter Card for 90 days before the transit funding is turned off. Once the parking funding on the Commuter Card is turned off, any pre-tax dollars will be forfeited. The parking funds on the Commuter Card are required to be turned off and any pre-tax dollars forfeited as of the day HealthEquity is notified of your departure from the Company.

### ***Commuter Card to Credit***

If you have unused pre-tax Commuter Card funds, you can remove funds from your commuter card (transit and/or parking wallet) and convert those pre-tax funds into a pre-tax credit. After funds are converted into a pre-tax credit, those credits will offset your payroll deduction for a future transit and/or parking order up to the pre-tax maximum.

You must have these funds applied to your HealthEquity Card.

You cannot move funds that have not yet been posted to your HealthEquity Card.

***How do I perform this process in HealthEquity's website?***

- Choose the 'Program Details' option from the member portal dashboard.
- Click on 'Commuter Card Balance to Credit Conversion' link.
- Add the amount to the 'Funds to Use for Commuter Orders' under the 'Use Pre-Tax Transit Balance' section you wish to pull funds from.
- Confirm the request on the 'Review Request' screen.
- Submit the request.

***Are the credit funds available immediately?***

Once you submit the request, there is a 2-3 business day period for funds to be deducted from your card balance and converted to credit.

***Do I have to move all the money from an existing funded account when requesting credit?***

You can custom create the credit amount you want, up to the maximum allowed per month, which is \$315.00 for both parking and transit in 2024.

***How is the credit applied?***

When you make a new commuter order, the credit that was created will offset your payroll deductions for future benefit month orders.

**NOTE:** Per IRS regulation, transfer of funds only applies to pre-tax funds and cannot be used for post-tax.

In the event that you leave the Company, there is a special rule for transit funding that allows you to spend down the transit funding on your Commuter Card for 90 days before the transit funding is turned off. Once the parking funding on the Commuter Card is turned off, any pre-tax dollars will be forfeited. The parking funds on the Commuter Card are required to be turned off and any pre-tax dollars forfeited as of the day HealthEquity is notified of your departure from the Company.

Commuter credits are immediately forfeited upon termination from employment.

**Eligible Expenses**

Under federal law, two types of commuting expenses are eligible for this benefit:

- mass transit fares, including tickets, passes, tokens, vouchers or fares for buses, trains, subways, streetcars, ferries and qualified vanpools (transportation in a personal car, carpool, or taxi is not eligible). Uber and Lyft currently do not offer eligible services that meet IRS requirements. Lyft and Uber suspended compliant shared rides in March 2020, at the onset of COVID-19.

- parking fees at or near your workplace or parking at a location from which you commute to your workplace via mass transportation or a carpool, such as a park-and-ride lot (residential parking is not eligible).

For information on partnerships HealthEquity has to use pre-tax dollars to pay for commuting or parking, such as SpotHero or Uber, contact HealthEquity at + 1 877 924 3967.

Only parking and mass transit costs incurred by you in connection with travel between your residence and your workplace are eligible. Costs that have been or will be paid by the Company, as for a business trip, are not eligible.

### ***Out-of-Pocket Qualified Transportation Expenses***

Not all transit and parking options are available through the HealthEquity's catalog, but you can still enjoy tax savings if you elect to be reimbursed and you report your eligible commuting costs as out-of-pocket expenses. Your reimbursement will be processed through HealthEquity. You will be reimbursed via check or direct deposit. If you elect Pay Me Back reimbursement for your commute, go into your account in HealthEquity, click on "profile" and then click on "reimbursement method" to set up direct deposit information.

To get tax savings on a reimbursement basis for commuter expenses that are not available through TRIP, you need to do the following by the election deadline:

- Go to the HealthEquity's website.
- Choose "Place Commuter Order."
  - For Transit: If you select a provider that is not in the HealthEquity catalog, you will be prompted to describe the pass you're looking for and one of the HealthEquity customer service representatives will contact you. If you prefer, you may contact HealthEquity directly for assistance.
  - For Parking: If you select a provider that is not in the HealthEquity catalog or select to contract space, park at a meter or cashbox, or park at different places throughout the month, you can elect the amount you want withheld from your pay to cover qualified expenses that you expect to incur after your election. Then, buy the service from the parking provider and obtain a receipt if available. Follow the instruction on HealthEquity's website for submitting a receipt and certifying that the expenses qualify for reimbursement.

If the amount you elected to withhold from your pay exceeds the amount of qualifying expenses that you incurred, you may carry over the unused amounts to pay for qualifying expenses that you incur in the future. However, according to IRS rules, you may lose any unused amounts if they remain unclaimed after 180 days of payment. You must make a request for reimbursement of qualified expenses you incurred prior to 180 days of payment of the benefit.

## Ineligible Expenses

Commuting expenses you cannot claim under TRIP include, but are not limited to:

- commuting or parking expenses that are partially or fully subsidized or reimbursed by the Company.
- expenses incurred for parking at your spouse's workplace.
- fuel.
- mileage or other costs you incur in operating a vehicle.
- parking at a mall or similar location where you stop on your drive to or from work.
- parking on or near property where you live.
- payments to fellow participants in a carpool or to a friend who drives you to work.
- taxis.
- tolls.
- traffic tickets.