



EMERGENCY RESPONSE BENEFITS

UNIVERSAL BENEFIT ACCOUNT®

Life Event PTO Account

What is the Employee Benefit?

Employers create a fund where employees can donate their earned PTO to other employees who need extra time for a life event. For example an employee who needs extra time for an adoption or helping a loved one through a prolonged illness. There are no legislative restrictions on how the donated hours are distributed or to whom. Employees can help any designated individual suffering a crisis or personal hardship. So while there are not tax advantages, it is a simple and easy (even anonymous, if desired) way for employees to help their peers.

Employees apply to receive PTO hours, if approved, the employer makes available those hours to the employee to be used in taking time off from work

Things to Know:

Plan Design	An employees can, but does not have to, designate the recipient of their PTO time. In the absence of such designation the employer would approve the granting of PTO sharing hours.
Eligible Expenses	n/a
Limits	n/a
Eligibility Requirements	Any employee imay be eligible to participate and apply to receive PTO from the Life Event PTO Account. However an employer can determine the classes of employees eligible (full-time, part time) but should be mindful of discrimination considerations.
Funding	Employee funded
Enrollment	Employees can be enrolled at any time by the employer upon approving an employee to receive hours from the Life Event PTO Account.
Disbursements	Once an employee's application is approved, the employee will receive hours in their PTO account to be used.
Tax Implications	PTO donations are typically taxable to the employee donating the PTO (i.e., included in the employees wages and subject to payroll taxes. Payments received by an employee using the donated PTO must be treated as W-2 wages for all income and employment tax withholding purposes.

Additional Resources

We want to help! You don't need to be a TASC customer to call our hotline or download our helpful documents.

General questions on this benefit	Want to administer this account yourself	Want guidance for your benefits TPA?	Want to have TASC handle this benefit for you?
<p>Call our Special Forces COVID-19 hotline:  Call 1-833-433-1002</p>	<p>Download our helpful How-To document: Get Started.</p>	<p>Share our How-To document with your administrator: Get Started.</p>	<p>Contact us to do all or part of this work effort for you:  1-888-595-2261, or Get Started.</p>



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Why TASC?

For more than 40 years, TASC has been a leader, an innovator, and a partner of employers committed to ensuring the health, wealth and well-being of their employees and their employees' families and community. TASC was a pioneer in assisting sole-proprietor farmers and small businesses save billions in tax dollars through the adoption of health reimbursement plans; challenging many ill-informed IRS auditors, accountants, and naysayers along the way. TASC, through FlexSystem, brought the idea of a Cafeteria Plans to large and small businesses; challenging the notion that such plans were burdensome, complicated and difficult to administer.

There from the beginning of Section 125, TASC has brought its knowledge and expertise forward with the idea that together we can improve lives of many, strengthen our communities, and make benefits feel like benefits. TASC understands that each employers circumstance is different. TASC offers its guidance based upon the wealth of its experience as an employer and as a benefits administrator. It is not legal or tax advice and should not be taken as such but is offered to prompt knowledgeable inquiry of your plan professionals and provoke thoughtful plan decision making.