

# The Medical Mutual Employee Care Card

Help Your Employees When They Need it Most

The coronavirus disease known as COVID-19 is placing tremendous pressure on people, businesses and the economy. The Medical Mutual Employee Care Card helps employers, like you, provide tax-advantaged financial assistance to employees during this time of need.

## Background

IRS Section 139 has been activated as a result of the ongoing federal disaster declaration. It allows you to offer tax-free funds to your employees to pay for qualified disaster-relief items. To make it easy for you to provide this assistance to your employees, Medical Mutual is offering the Employee Care Card. With this prepaid debit Mastercard, you provide tax-advantaged funds your employees can use to pay for reasonable and necessary expenses incurred as a result of the negative economic impact caused by the COVID-19 pandemic.

## Eligible categories

- **Groceries.** Buy food and other grocery necessities.
- **Office Supplies.** Purchase work-from-home equipment for optimal productivity.
- **Education and Child Care.** Provide enriching activities children can utilize during the time at home.
- **Healthcare.** Purchase prescriptions and pay for other medical-related expenses.
- **Utilities.** Pay bills for services such as heat and electricity.

## Employer benefits

- **Tax advantaged.** Funds provided on the Employee Care Card are fully deductible as a compensation expense.
- **Flexible funding.** You can fund employee accounts with a one-time contribution of \$250 or more.
- **Preserve unused funds.** Any dollars not spent 90 days from the effective date listed on the contract, will be returned to your organization.
- **Streamlined purchase process.** Eligible purchases don't require your employees to submit receipts for reimbursement or substantiation and the funds are available right away.

## Employee benefits

- **Financial assistance.** This card provides dollars to ensure some of your employees' basic needs are met.
- **Tax free.** Funds provided on the Employee Care Card are tax free to your employees.
- **Convenience.** The card is activated upon first use and can be used anywhere Mastercard is accepted.