

COVID-19 SOLUTION COMPARISON CHART

BENEFITS TO SUPPORT YOUR EMPLOYEES

The COVID-19 pandemic has changed employees' lives in a number of ways, including their healthcare needs, their financial needs and how they work. As a result, their employee benefits needs may have changed too. Here is a breakdown of three different accounts you can fund to support your employees during this time:

	EMERGENCY SPENDING ACCOUNTS	DISASTER RELIEF PAYMENTS (139)	LIFESTYLE SPENDING ACCOUNTS
EMPLOYEE ELIGIBILITY	Employer determines class and group eligible.	Employer determines class and group eligible.	Employer determines class and group eligible.
ELIGIBLE EXPENSES	Customizable by the employer. Can include additional daycare, groceries and meal delivery services.	Determined by the employer for reasonable and necessary personal, family, living or funeral expenses incurred as a result of COVID-19.	Customizable by the employer. Expense categories can include physical, financial and emotional wellness.
FUNDING	Employer-funded	Employer-funded	Employer-funded
TAX STATUS	Post-tax	Tax-deductible for employers and tax-free for employees	Post-tax
LENGTH OF BENEFIT	Determined by employer	Determined by employer, but must start on or after March 13, 2020	Standard is 12 months
PLAN DOCUMENT	Not required	Not required	Not required
SUBSTANTIATION REQUIREMENTS	None	None	Required
NON-DISCRIMINATION TESTING	Not required	Not required	Not required
DEBIT CARD AVAILABLE	Yes, based on plan design	Yes, based on plan design	No

If you're interested in providing these solutions to your employees, visit go.DiscoveryBenefits.com/covid-19-info