



NEW JERSEY ENACTS MANDATORY COMMUTER BENEFITS LAW

On March 1, 2019, New Jersey passed S1567, which requires New Jersey employers to offer their employees pre-tax commuter benefits. New Jersey employers with twenty or more employees will be required to offer the opportunity to elect pre-tax deductions for commuter benefits up to the IRS monthly maximum units.

WHICH EMPLOYERS ARE SUBJECT TO THIS LAW?

New Jersey employers with twenty or more full or part-time employees are subject to this law. The law defines “employers” as those subject to New Jersey’s unemployment compensation law.

WHICH EMPLOYEES MUST BE OFFERED A PRE TAX COMMUTER BENEFIT?

Your client must offer the commuter benefit to all their employees hired or employed by the company, and who reports to the employer’s work location. The employer does not need to offer the commuter benefit to employees covered by a collective bargaining agreement.

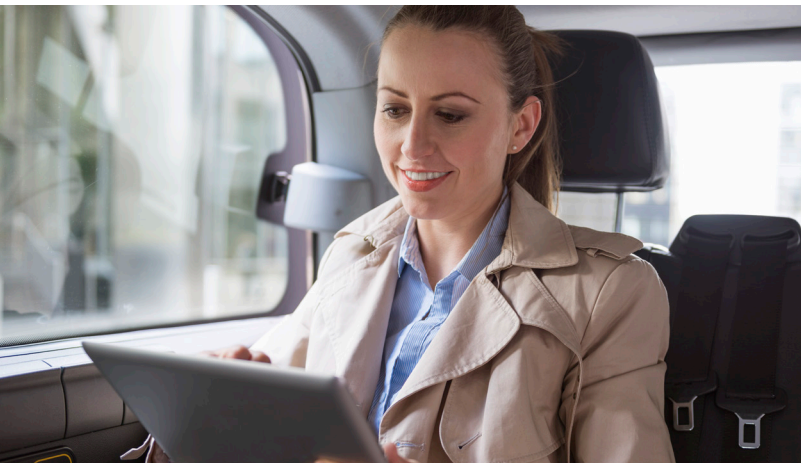
WHAT IS THE PENALTY FOR NONCOMPLIANCE?

For the first violation, there is a civil penalty between \$100 and \$250. Upon notice of noncompliance, employers have ninety days to establish a program. If the employer is not compliant within the ninety-day grace period, your client will be assessed an additional penalty for each day of noncompliance.



HOW CLARITY CAN HELP

Clarity SmartRide gives your clients' employees money-saving options nationwide, allowing them to reduce their outlay for public transportation, parking, and even popular rideshare platforms like UberPool and Lyft Line. Their employees also have the flexibility to start, stop or change their elections monthly and unused funds carry over from month-to-month. Clarity SmartRide can also integrate with benefits administration and payroll systems to allow your clients' employees the flexibility to make changes to their contributions throughout the year.



HOW DOES IT WORK?

Clarity provides a NJ Compliance package that includes: a plan document, enrollment options, and Clarity Benefit Cards for employees that enroll in the program.

WHAT DOES THE PROGRAM COVER?

- ✓ Transit passes, tokens, fare cards, vouchers, etc.
- ✓ Public or private transportation, including bus, rail, and ferry
- ✓ Van or carpooling through ride-sharing platforms like, UberPool and Lyft Line
- ✓ Work-related parking expenses



CLARITY SMARTRIDE IS A SIMPLY SMARTER BENEFIT SOLUTION

AS SIMPLE AS A SWIPE

The Clarity Benefit Card is programmed to work anywhere your client's employees pay for mass transit, parking, or ridesharing programs - they simply swipe and save. Plus, they can use one card for all of their Clarity accounts.

ACCESS THEIR ACCOUNT WHEREVER THEY ARE

The Clarity mobile app and online portal let your clients' employees check their balances, view their transaction history, sign up for alerts, and much more - right from their phone or desktop. They can even submit parking claims and enroll in direct deposit for parking reimbursements.

DIFFERENT WAYS TO PAY

Your clients' employees can use their Clarity Benefit Card to purchase transit passes at any terminal or online to pay directly for services like UberPool and Lyft Line. Parking expenses can be paid for immediately with their Clarity Benefit Card or submitted through our online portal.

A SIMPLY SMARTER APPROACH TO EMPLOYEE BENEFITS

Today, the benefits landscape is more confusing than ever, but it's also never been so essential. At Clarity, we believe life is a journey; one that should be lived well. So, we'll stop at nothing to bring clarity, and ensure your clients' employees are ready for life. With state-of-the-art technology and world-class customer service, we'll handle the day-to-day so you can focus on what matters: building your business.



**VOTED ONE OF THE
30 FASTEST GROWING
TECH COMPANIES IN 2020**

Learn more about us at claritybenefitsolutions.com