

# Pre-tax Accounts

Legacy pre-tax providers have outdated UX, disparate systems, and limited support that make for a poor employee experience. At Forma, our world-class teams do the heavy lifting of managing pre-tax accounts for you.

## A full suite of tax-advantaged benefits



Health Savings Account (HSA)



Flexible Spending Account (FSA)



Commuter



COBRA

## Why Forma Pre-tax Accounts?

- + **One platform for all spending accounts**  
Employees have a simple, unified experience regardless if they're using their pre-tax HSA, commuter benefit, or post-tax wellness account.
- + **Unparalleled support that goes above and beyond**  
Forma's support is world-class and we're always here to help. That's why we see a 98% member CSAT scores and 75 client NPS.
- + **Modern technology & user experience**  
We dedicate a disproportionate amount of resources towards design and usability. Our consumer-friendly platform helps employees keep their Pre-tax Accounts top-of-mind and gain maximum advantage of tax-free savings.
- + **Simpler administration**  
Less will be required of your team. And with a modern UI, employees can access all of their pre-tax benefits with little to no training.
- + **We own our back-end tech**  
Many pre-tax benefits solutions white label old, legacy technology. When there's a breakdown, you don't want your vendor to be at the mercy of another business's terms and support.

## Customer story

The Aspen Group, a healthcare organization with 20k employees, moved from three separate systems to one centralized platform with Forma.

“The thing that really blew me away about Forma is the amount of time that was spent to the humanistic aspect to ensure that people have automatic approvals in a variety of different realms. Having that is revolutionary in the space. Not only am I removing the friction for myself personally, it's also allowed me as an HR professional to be able to remove the friction for all of my team members and their families as well.”

Stephanie Brazil  
Senior Benefits Operations Manager  
[Watch the case study video.](#)



# Health Savings Accounts

HSAs provide employees multiple tax advantages and the ability to grow their money alongside high deductible health plans. Forma provides a modern HSA experience. That way, users can focus on maximizing their benefit.

## Modern banking

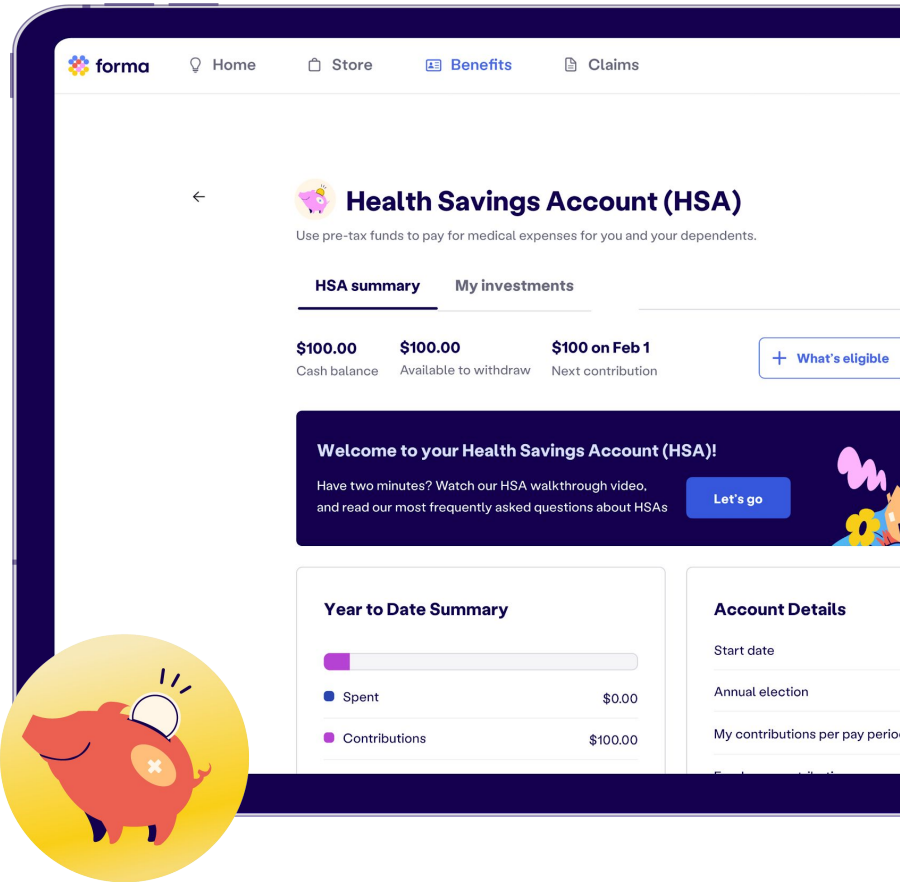
The chip-enabled Forma Card has mobile wallet functionality so employees can seamlessly spend their HSA dollars. Direct banking connections ensure reimbursement is done in a matter of days, not weeks.

## Investing made easy

Start quickly with our low minimum of \$100. The ability to invest in a range of ETFs directly from the Forma platform removes friction users often experience with legacy HSA providers.

## Dedicated support

In-portal guidance and thoughtful user communications educate members on the benefits of HSAs to encourage usage. When topics get complex, our exceptional Support and Compliance Teams are on standby to support.



## Additional resources

Our experience tells us that administering HSAs can be complex. See how easy it is with Forma.

- + **3-minute Forma product demo video** to see the HSA experience on Forma's platform
- + **10 must-have features for choosing an HSA vendor** to understand what to expect from an HSA provider
- + **On-demand webinar** with our investment partners DriveWealth and Sentinel Group to learn how HSA investments work with Forma

# Flexible Spending Accounts

Take advantage of IRS-approved pre-tax spending without the headaches, support needs, and legacy software. Forma's platform helps inject the flexibility into FSAs that's been missing.

## One system for all FSA types

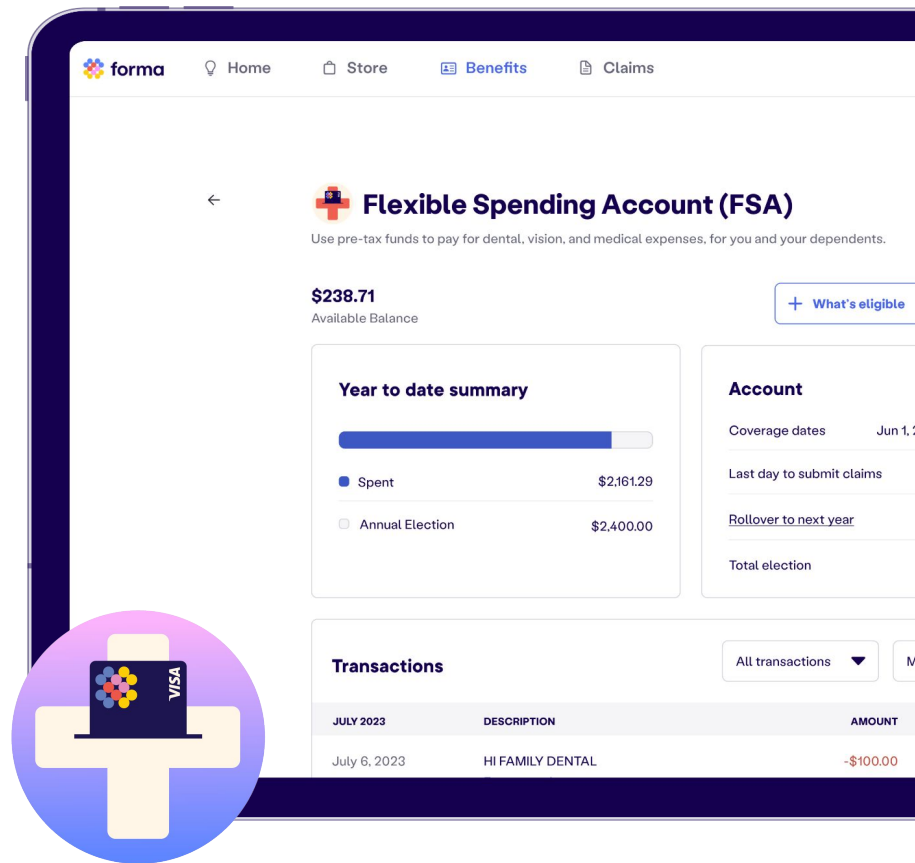
In addition to supporting all types of pre-tax and lifestyle benefits, Forma supports Healthcare FSAs, Limited Purpose FSAs, and Dependent Care FSAs in one, easy-to-use system.

## Easy adjudication and substantiation

We keep you and your employees compliant from the start by following the three IRS allowable methods for substantiation. Our smartly designed Forma Card works the way employees expect and has an auto-substantiation rate greater than 85%.

## Full stack control

Most pre-tax benefits solutions white label outdated technology. If a problem arises, you don't want to rely on a vendor subject to another company's terms and support.



## Additional resources

There's a lot to unpack with HCFSAs, LPFSAs, and DCFSAs. Find a few helpful FSA-centric resources for you below.

- + [3-minute Forma product demo video](#) to see the FSA experience on Forma's platform
- + [10 must-haves for the best FSA vendors](#) to know what to consider when selecting an FSA provider
- + [How to ensure FSA claims are compliant](#) to read about how you ensure you're protecting tax savings

## Pre-tax Account

# Commuter benefits

Help make employees' in-office visits a little easier with commuter benefits that align to every country's unique needs. Our Commuter benefit is purposefully built for the modern commuter with features like tap-to-pay technology.

## Holistic, global, and equitable

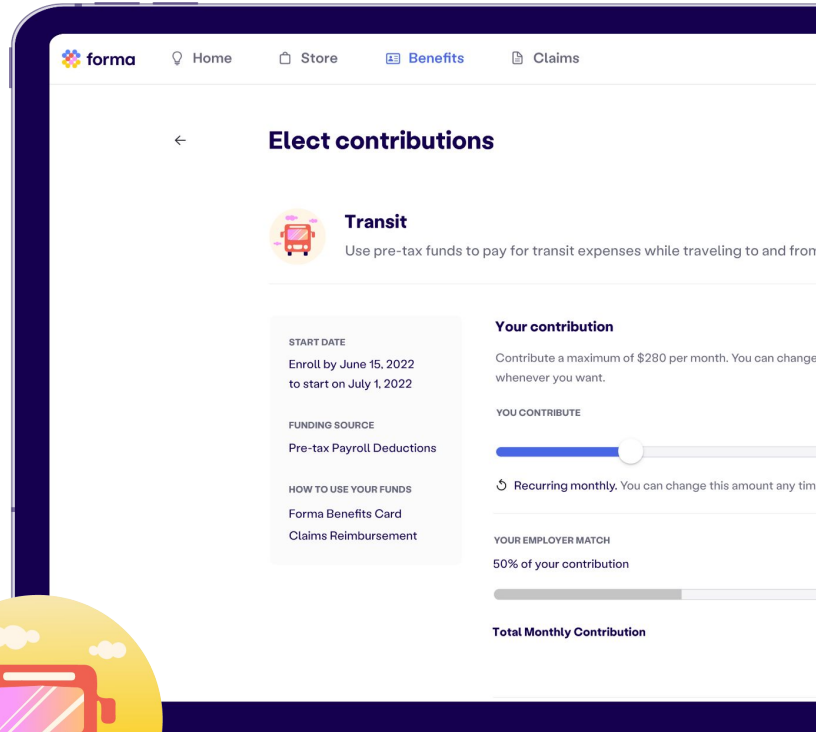
With Forma's pre and post-tax spending accounts, companies can provide comparable commuter benefits to employees worldwide, And organizations can provide employer-sponsored to fund beyond IRS limits.

## Modern payments

The Forma Card supports contactless and mobile payments for today's commuters, will auto-adjudicate claims, and works across all pre-tax accounts. It's just like a normal debit card so you can say goodbye to prepaid online ordering.

## Admin and enrollment flexibility

Centrally set up commuter programs as a benefits administrator and allow employees to enroll for commuter benefits on their own.



## Additional resources

Commuter benefits can be a breeze to use if managed right. Get pro tips for benefits professionals below.

- + [3-minute Forma product demo video](#) to see the Commuter experience on Forma's platform
- + [The pre-tax benefits guide](#) to understand how HSA, FSA, and Commuter benefits work
- + [How to drive employee pre-tax engagement](#) to read best-in-class communication recommendations

# COBRA benefits

With complex laws and serious violation consequences, having a trusted COBRA administrator is a must-have. With Forma, get dedicated support and hassle-free administration.

## 24/7 access

Forma includes a web-based COBRA employer portal with 24/7 access to qualified beneficiary information, payment data, and reports.

## Designated specialists

We'll provide designated HIPAA and COBRA Certified Account Specialist support to help ensure that all required notices are complete and compliant. State continuation can be delivered alongside federal COBRA, giving you a full suite experience.

## Streamlined communication

Forma will meet you where you are. Administrators can either access our web portal or manage communications over email without logging in. And PeakOne can send custom mailings digitally at no extra cost.



## A purpose-built partnership

We partner with PeakOne – an industry leader with 20+ years of experience and 400+ clients – to administer COBRA benefits.



## Q Additional resources

Efficiently administer your COBRA benefits with Forma and PeakOne. Find out more about our solution.

- + [PeakOne with COBRA](#) to learn about the experience with our partner PeakOne
- + [Guidelines to prepare for COBRA open enrollment](#) to make sure you're managing risk
- + [The COBRA open enrollment checklist](#) to reference when you develop OE plans