



EMPLOYEES  
SAVE <sup>up to</sup>  
**\$2,448**  
on Transit and Parking

## Tax savings on transit and parking

Internal Revenue Code Section 132 and the Transportation Equity Act for the 21st Century (TEA-21) allow employers and employees to set up specialized tax-free FSA accounts to pay for transit and parking expenses.

For only \$149, the Core 132 plan document package provides employers with everything they need to establish a compliant Section 132 plan. The package comes in PDF format via email and the cost reflects a one-time setup fee, not an annual charge.

The table below shows how cost of a Core 132 plan document package cost is quickly repaid with employer tax savings.

### See the Savings

For 2025, the maximum monthly pre-tax contribution allowance for mass transit and van-pool is \$325.00 per month with an additional monthly allowance of \$325.00 for parking.

The potential tax savings for employees is up to 40% of dollars set aside for transit & parking expenses.

	Transit	Parking	Total	Tax Savings
Monthly	\$ 300	\$ 300	\$ 600	\$ 240
Annually	\$3,600	\$3,600	\$7,200	\$2,880

Assumes combined income tax and FICA tax rate of 40%.

## General Core 132 Reimbursement Rules

- Transit expenses must be work related.
- Parking expenses must be work related at a location near place of employment or at a park-and-ride location during commute to work.
- Employees must maintain record of expenses, including all receipts.
- Reimbursements cannot exceed IRS annual limits for each type of plan.
- When a transit voucher program is readily available, Section 132 regulations prohibit the use of cash reimbursement for transit benefits.

## Who is eligible for benefits under a Section 132 plan?

Generally, the Transit and Parking FSA fringe benefit can only be provided by employers to employees.

- Common law employees and officers of corporations are eligible.
- Sole proprietors, partners, independent contractors, and two-percent shareholders of S corporations are not eligible for this transportation fringe benefit.
- The law does not include non-discrimination requirements for the benefit.



## Eligible Core 132 Expenses

### Parking

Parking expenses that can be paid with pre-tax dollars include the cost of:

- Parking a vehicle in a facility that is near the employee's place of work, or
- Parking at a location from where the employee commutes to work (for example, the cost of parking in a lot at a train station so that the employee can continue the commute via train).

### Mass transit

Qualified amounts include costs of any pass, token, fare card, voucher, or other item that entitles the employee to use mass transit to travel to or from his/her place of work.

The mass transit can be a public system or a private enterprise provided by a company/individual who is in the business of transporting people in a "commuter highway vehicle" as defined in IRC Section 132:

- Has a seating capacity for six or more adults (not counting the driver);
- At least 80% of the of the vehicles' mileage is from transporting employees to and from their place of work; and,
- Carries at least three passengers (not counting the driver).
- Commuter highway vehicles may be owned or leased by an employer to be used by employees or a third-party provider for transportation purposes. Employees can also own and operate commuter highway vehicles.

## Set up a Core 132 POP in 3 easy steps

### 1. Design your plan:

- Choose your plan year according to the calendar (Jan-Dec) or your tax year (Jul-Jun, for example) -- a short plan year is available for the first year; and,
- Set eligibility and waiting period, and add optional flex modules. The enclosed worksheet takes you through it step-by-step.

### 2. Order your plan:

- Place your order for the Core 132 plan document package at [www.core132.com](http://www.core132.com).
- Your personalized plan document package arrives at your inbox within a business day or two.

### 3. Start your plan:

- Print, review, and sign the plan document where indicated;
- Give a copy of the participant packet to each eligible employee; and then,
- Keep the Core 132 plan document on file with other personnel paperwork -- there is no requirement to file the plan document with any agency.

## Visit Us Online

Order your Core 132 plan document package today at [www.core132.com](http://www.core132.com).

To see all of our products and services, visit us at [www.coredocuments.com](http://www.coredocuments.com).

### Ordering Information Worksheet

This form is provided for your convenience while gathering information for the Core 132 document package. It is a fillable PDF form. Click on the line next to "First Name" to begin and then tab from field to field. You may also print a blank form and write in the information. [When the form is complete, go to www.core132.com to order your package online.](http://www.core132.com)

**Purchaser Information** (Person buying document for Employer listed below, i.e. Agent, CPA, payroll co., etc.; "N/A" in "First Name" if not applicable.)

First Name \_\_\_\_\_ Last Name \_\_\_\_\_  
Company \_\_\_\_\_  
Address \_\_\_\_\_  
City \_\_\_\_\_ State \_\_\_\_\_ Zip Code \_\_\_\_\_  
Phone \_\_\_\_\_ Fax \_\_\_\_\_  
Email \_\_\_\_\_  
Ship Document to: ☐ Purchaser ☐ Employer

**Employer Information for Plan Documents – Exactly as it should appear in the plan document. Print clearly.**

First Name \_\_\_\_\_ Last Name \_\_\_\_\_ (owner/controller, document signer)

Company Name \_\_\_\_\_  
Address \_\_\_\_\_  
City \_\_\_\_\_ State \_\_\_\_\_ Zip Code \_\_\_\_\_  
Phone \_\_\_\_\_ Fax \_\_\_\_\_  
Email \_\_\_\_\_

**Form of Business:** ☐ S Corporation ☐ C Corporation ☐ LLC ☐ Partnership ☐ Sole Proprietorship  
☐ Government ☐ Non-Profit 501(c)(3)

**Employer Federal ID#:** \_\_\_\_\_ **State of Inc.:** \_\_\_\_\_ **Number of Employees:** \_\_\_\_\_

**Legal Name(s) of Affiliated Company(ies) that will be covered by the Plan (if any):**

1) \_\_\_\_\_  
2) \_\_\_\_\_  
3) \_\_\_\_\_

**Name of Plan Administrator: (Employer unless otherwise listed)**

Name \_\_\_\_\_  
Address \_\_\_\_\_  
City \_\_\_\_\_ State \_\_\_\_\_ Zip Code \_\_\_\_\_  
Phone \_\_\_\_\_ Fax \_\_\_\_\_

**Effective Date will be:**

☐ a) a new plan effective date as of (date) \_\_\_\_\_  
☐ b) Amend and restate an existing Section 132(f) as of (new date for this updated plan): \_\_\_\_\_  
If this is an amended and restated plan, state the (old) original effective date: \_\_\_\_\_

**Plan Year - The first plan year will be:**

☐ a) a 12 consecutive month period beginning (date) \_\_\_\_\_ and ending (date) \_\_\_\_\_  
☐ b) a short plan year beginning (date) \_\_\_\_\_ and ending (date) \_\_\_\_\_

**Waiting Period:** Employees can participate the ☐ 1<sup>st</sup> day of employment, or ☐ 1<sup>st</sup> day following, or ☐ 1<sup>st</sup> day of month following \_\_\_\_\_ days of employment.

**Eligibility Requirements:** All employees who work \_\_\_\_\_ or more hours per week.

**Please tell us how you found Core Documents:** ☐ Search Engine ☐ Agent ☐ Google Ad ☐ Other \_\_\_\_\_

Employer: \_\_\_\_\_

### Do you want your Core 132 package in the Deluxe Binder version or the Basic PDF Option?



- ☐ **Deluxe Binder – New Core Premium Only Plan Document** **\$199.00** ☐  
In email PDF version processed ASAP, AND Printed in 3-ring binder, with 5 Section tabbed index, shipped via Priority Mail.

**OR**



- ☐ **Basic PDF Option - New Core Premium Only Plan Document** **\$149.00** ☐  
PDF Document Processed Quickly and Sent Via E-Mail

### Optional modules and services (can be added to either of the above options):

- ☐ **Plan Document on USB drive - in addition to PDF email and/or mailed binder** **\$25.00** ☐  
Documents provided in PDF format only. Forms in MS Word format.  
Always have a safe backup copy of your plan document on USB drive.
- ☐ **Rush Order - Your order automatically queued for immediate processing** **\$25.00** ☐
- ☐ **2nd Year Update - discounted 25% when added to new document order** **\$100.00** ☐  
Save 22% off the normal \$129.00 update price.  
This option entitles you to one plan document amendment in the first 36 months.

### Update and Amend a plan document originally produced by Core Documents:

- ☐ **Update/Amend a Section 132(f) Plan Document** **\$129.00** ☐

**TOTAL**

\$ **TOTAL**

When the form is complete, go to [www.Core132.com](http://www.Core132.com) to order your Core 132 package online.



**Invoice me via email, please complete the following:**

Company Name: \_\_\_\_\_ Contact: \_\_\_\_\_

Email Address for Invoice: \_\_\_\_\_

**If paying by check, please complete the following:**

Your order can be processed with the following checking account information and authorization.

Name as it appears on the check:

\_\_\_\_\_

Bank Name: \_\_\_\_\_

Bank Routing Number: \_\_\_\_\_

Bank Account Number: \_\_\_\_\_

Total amount to be charged: \$ \_\_\_\_\_

X \_\_\_\_\_  
Signature

Date: \_\_\_\_\_

Sample Check

TONY MAPLE  
JENNIFER MAPLE  
123 Pear Lane  
Anyplace, GA 00000

PAY TO THE  
ORDER OF

1234  
15-00000000

DOLLARS

Routing number: 250250025  
Account number: 202020861

Do not include the check number



The routing and account numbers may be in different places on your check.



**If paying by credit card, please complete the following:**

Card Number: \_\_\_\_\_

Expiration Date: \_\_\_\_ / \_\_\_\_

Total amount to be charged: \$ \_\_\_\_\_

Name as it appears on card: \_\_\_\_\_

X \_\_\_\_\_  
Signature

Date: \_\_\_\_\_

**Refund Policy:** Purchaser understands that goods and services provided by Core Documents, Inc. are non-refundable. Orders cancelled prior to sending/shipping are subject to cancellation fees applied to the cost of goods and services provided during the review, draft, and preparation of your order.

Please sign and fax completed form to (941)795-4802. Attach additional pages of plan design information if needed.

Mail: Core Documents, Inc. P.O. Box 14538, Bradenton, FL 34280

Scan and Email: [CoreService@CoreDocuments.com](mailto:CoreService@CoreDocuments.com)

Toll Free Voice: 888-755-3373 Fax: 941-795-4802