

Commuter Benefits Program

S&P Global is pleased to offer a transportation/commutation benefit program for our people who use mass transit and/or pay for parking to commute to and from work. The Commuter Benefits Program allows you to purchase transit passes, railway tickets, or vouchers to pay for eligible parking or transit expenses on a pre-tax basis (reducing your taxable income). If your purchase total exceeds the pre-tax contribution limit determined by the Internal Revenue Service (IRS), the excess amount will be deducted on a post-tax basis.

How the Plan Works

You can save money on commuting costs by using pre-tax dollars to pay for mass transit and parking expenses. You may deduct on a pre-tax basis up to the IRS maximum, which for 2025 is \$325 per month for qualified parking and mass transit commuting expenses. Your pre-tax contributions (as well as any post-tax contributions you may make) are automatically deducted from your pay and redirected into your account in equal amounts throughout the year.

The program also offers a Commuter Digital Wallet through Alight Smart-Choice. Your Commuter Benefits card can be used with Apple Pay, Google Pay and Samsung Pay.

You can initiate, modify, or suspend participation in the Commuter Benefits program by accessing the *Reimbursement Accounts* tab on the [Benefits Site](#). For the Long Island Railroad, orders must be placed by the 4th of the previous month. All other commuter orders must be placed by the 10th of the previous month.

You can view the [Commuter Benefit Payroll Deduction Schedule](#) to see exactly when your contributions will be deducted for your monthly transit passes.

Eligible Expenses

The Commuter Benefit Program can be used to order and pay for a variety of eligible commuting expenses, including:

- Bus, light rail, regional rail, streetcar, trolley, subway, or ferry fares;
- Vanpool expenses;
- Parking at or near work; and
- Parking at or near public transportation for your commute.

Ineligible Expenses

Expenses that are not eligible under the Commuter Benefit Program are:

- Parking costs that aren't work-related;
- Expenses for other family members;
- Mileage and tolls;
- Taxis and limousines; and
- Parking at an airport for air travel.

How To Participate

There are several options available to fit your commuting needs:

For Public Transportation:

- Transit fare media purchase: Order and receive your monthly commuting pass in the mail automatically. If you elect a "smart card" you can generally set up monthly auto-replenishments.
- Commuter Check Card Pre-Paid MasterCard: Accepted by transit authorities to pay for transit expenses.
- Commuter Check Voucher: Mailed to you in denominations you select. Can be presented as a check payment to transit authorities and Vanpool operators.

For Parking Payments:

- Monthly DirectPay: Set up a direct payment to your parking provider each month.
- Commuter Check Card Pre-Paid MasterCard: Commuter Check Card for Parking is a reloadable card to purchase parking at parking locations where MasterCard is accepted.
- Commuter Parking Voucher: Mailed directly to you to present as payment to parking operators who accept check payments.
- Parking Cash Reimbursement: Submit claims for cash reimbursement from your commuter account for out-of-pocket parking expenses. You can choose to receive reimbursements via check or direct deposit.

Terminating Employment

When you terminate employment, your commuter card will be deactivated on the 11th of the month following your termination date. Any remaining balance on your card at that time will be forfeited as required under the IRS regulations governing the transportation program. The regulations also stipulate that employers may not refund any remaining balances to employees.