



Central Office Mobile Device Policy - FAQ's

Q. Why is the RF implementing this new policy?

A. The RF recognizes that roles requiring frequent or substantial travel, frequent availability outside of normal working hours, or a need to regularly transact RF business outside of normal working hours may require the use of a mobile device. This new policy allows for a stipend to offset the cost of the use of a personal mobile device in conducting RF related business.

Q. I currently have an RF issued mobile device. What will happen to my device?

A. You have the option to turn in your mobile device or assume ongoing billing for your device. In most cases, your mobile device can be added to an existing plan you may have. The IS Department can assist you in determining the best options on a case by case basis.

Q. I currently have an RF issued mobile device. Will I be eligible for the stipend?

A. You may be eligible for a stipend if you meet the eligibility requirements specified in the policy. You should consult with your manager or supervisor if you feel you are eligible for the stipend.

Q. Will the RF continue to offer the option for an RF provided mobile device?

A. No, as part of the new policy, the RF will no longer be issuing RF mobile devices.

Q. I already use my personal mobile device to connect to RF e-mail. Am I eligible for the stipend?

A. You may be eligible for a stipend if you meet the eligibility requirements specified in the policy. You should consult with your manager or supervisor if you feel you are eligible for the stipend.

Q. What are the tax implications of the stipend? Will the stipend be considered as income?

A. The mobile device policy and eligibility requirements were written with IRS guidelines in mind. Employees who meet the eligibility requirements and receive the stipend will not be required to declare the stipend as income. However, the RF cannot provide personal tax advice or guidance to RF employees, so if you have any additional questions or concerns regarding the tax implications of the stipend we advise you to consult with a qualified accountant or attorney.

Q. What is the monthly stipend amount? How was it determined?

A. The current stipend is up to \$30 per month. The stipend amount was based on a market analysis of voice/data plans available from most vendors as well as RF costs under the existing RF plan.