



How are HRAs and FSAs different?

An HRA is a reimbursement account set up and funded by your employer to cover eligible healthcare expenses. Unlike a healthcare FSA where the IRS defines the eligible services, the employer defines the services eligible for reimbursement from an HRA. Typically, an employer will reimburse healthcare services like doctor's office visits and hospital services, and prescription drugs. For details on qualified expenses for your plan, check your summary plan document. Your employer will provide you this document which details the rules of coverage.

How will I benefit from my HRA?

Employers offer an HRA in conjunction with your health insurance plan in order to help offset your out-of-pocket responsibility. Your health insurance plan may require you to pay out of your own pocket in the form of copayments and/or a deductible before your insurance plan starts paying for services. Also, once you meet your deductible, you may need to pay a percentage ('coinsurance') of services until you meet your out-of-pocket maximum. An HRA helps offset your deductible and coinsurance responsibility by allowing you to pay for those costs from funds set aside by your employer. The funds your employer contributes are not included in your salary and are not considered taxable income.



Understanding your health reimbursement arrangement

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Employer-funded benefit to be spent on qualified healthcare expenses.

What is a health reimbursement arrangement (HRA)?

Reduce your out-of-pocket healthcare expenses by leveraging the HRA your employer has funded for you.

An HRA is part of your employee benefit plan that is 100 percent funded by your employer. You'll know in advance how much money you have to spend on eligible healthcare expenses. Eligible expenses will be outlined in the summary plan document provided by your employer and typically include:

- ▶ Copays & deductibles
- ▶ Prescriptions
- ▶ Dental care
- ▶ Contacts & eyeglasses
- ▶ Hearing aids
- ▶ Laser eye surgery
- ▶ Orthodontia
- ▶ Chiropractic care

How Your HRA Works

Your HRA provides first-dollar deductible coverage

Your HRA covers your healthcare deductible expenses right away. Every time you see a healthcare provider and the service is subject to your deductible, your HRA will cover those expenses. There is no need for you to pay anything out-of-pocket until your HRA is exhausted.

Accessing Care With an HRA

When you see a healthcare provider, the provider will submit a claim to your insurance plan. Some services may be covered prior to meeting your deductible, such as preventative care visits. If the service is subject to your deductible or coinsurance applies, your provider will generally bill you after the health plan has processed the claim. Remember, your HRA may offer auto-payment services, whereby your provider might be paid directly from your HRA or you may receive reimbursement directly. If you receive a bill from your provider, you can provide your benefits debit card number on the payment remittance, or pay out of pocket and then file a claim for reimbursement from your HRA (a reimbursement check will then be mailed or deposited into your bank account).

Reimbursement From Your HRA

If you do not have a benefits debit card or auto-payment services, getting reimbursed for medical expenditures is fast and easy when you register your bank account to receive direct deposits. Reimbursement checks can also be mailed to you upon approval of your claim.



Benefits Debit Card

Spending your HRA funds on eligible expenses has never been easier. The card allows you to avoid out-of-pocket expenses, cumbersome paperwork and reimbursement delays.



Online & Mobile Access

Get account information from our easy-to-use online portal and mobile application. See your account balance in real time, file a claim for reimbursement by snapping a photo of the receipt, and check on a claim status.

Advantages *of an* HRA

- ▶ Your employer funds this account
- ▶ You don't pay income tax on the money your employer has contributed to your HRA
- ▶ Reduces your out-of-pocket expenses required to reach your health insurance plan deductible