



 Brokers and Employers

## Keep up with health plan changes. *Offer great benefits within a budget.*



Health reimbursement arrangements (HRAs) offer employers the most control to design a benefit that matches and complements their health insurance plan. And participants enjoy a benefit plan that is funded entirely with employer dollars. Employers determine when the HRA will pay and how much, and participants receive funds for eligible expenses.

### Design Your HRA

- ✓ Eligible expenses may include deductibles, Section 213 medical, dental, vision, and more
- ✓ Contribution amounts and frequency, including incentive-driven contributions or lump sums that spend-down
- ✓ Choose from 1-4 tiers, which break up HRA coverage into smaller segments and are set up individually
- ✓ Rollover options for unused balances from 0% to 100%, with options for a lifetime maximum or rollover until retirement
- ✓ Continuous plan options that pay claims with fewer date restrictions and no set plan year
- ✓ HRA spending requirements can mimic health plan design
  - Aggregate Deductible: Family meets spending requirements by adding together all expenses
  - Embedded Deductible: Each member of the family meets their own spending requirements and adds them to meet an aggregate limit set by the plan

### Additional Features

- ✓ Mid-year options when the EBC HRA is first adopted and when an employee enrolls mid-year
- ✓ Electronic data feeds with preferred carriers
- ✓ Product linking capabilities for FSA participants

### Included Compliance Support

- ✓ Required Summary of Benefits and Coverage (SBC)
- ✓ Secondary payor reporting for Centers for Medicare and Medicaid Services (CMS), when required
- ✓ Report to assist with filing Patient Centered Outcomes Research Initiative (PCORI) fee
- ✓ Nondiscrimination testing worksheets and support



# Plan Design Examples

## Deductible Coverage



**Benefit Scenario:** The employer is adjusting their health plan from a \$1,000 deductible to a \$3,000 deductible to help meet rising health coverage costs. They are looking for an HRA plan design to help their participants with this increased deductible and also encourage employment longevity.

**Selected Plan Design:** Three-tier HRA with aggregate coverage for the \$3,000 deductible. The participant pays the first \$500 of the deductible, then the HRA pays 50% of the next \$1,000 and the participant pays the other 50%, and the HRA pays 100% of the remaining \$1,500. Remaining balance rolls over year to year until retirement with no maximum. At retirement, it converts to a spend-down account for 5 years or until the participant is eligible for Medicare.

**Eligible Expenses:** Deductible expenses

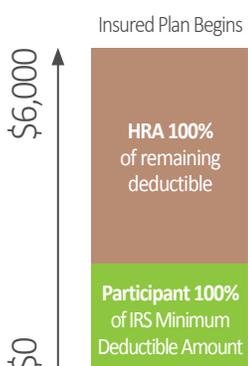


### Flexible Design Options

The EBC HRA offers many options, which are like building blocks. Once you have the blocks, you can mix and match them to build a plan design that's just right for you. We've helped employers design thousands of plans.

Your Regional Sales Director can help design the HRA you need.

## HSA-Compatible



**Benefit Scenario:** The employer is introducing a health savings account (HSA) to help employees save for future medical expenses. They want to continue to offer an HRA to help with the health plan's \$6,000 deductible and still preserve the participant's HSA eligibility.

**Selected Plan Design:** Two-tier HRA with aggregate coverage where the participant pays 100% of their first expenses, up to the IRS established minimum deductible for HSA participants. Then the HRA pays 100% after the minimum deductible is met by the participant. This plan does not roll over any unspent amounts.

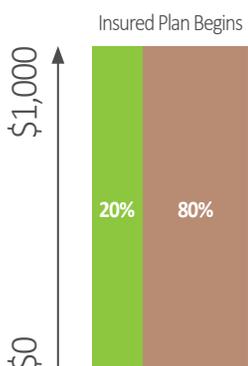
**Eligible Expenses:** Deductible expenses



### Participant Design Features

- ✓ Benefit funded entirely with employer dollars
- ✓ 24/7 Online account access via responsive website and mobile app
- ✓ Online claims processed within 2 business days of receiving claim
- ✓ Direct deposit to have funds sent electronically to bank account
- ✓ Use product linking to submit one claim that pays from the HRA and the FSA

## Specific Coverage



**Benefit Scenario:** The employer is looking to offer specific coverage, in this case dental, without enrolling in a specific dental insurance plan. They plan to offer this coverage alongside a Health Care Flexible Spending Account (FSA).

**Selected Plan Design:** One tier plan design with the participant paying 20% of expenses up to \$1,000 and the HRA paying 80% of expenses up to \$1,000.

**Additional Features:** The participant can choose to contribute to the Health Care FSA, which they can use to pay their 20% of the \$1,000 and other Section 213 eligible expenses. They can also choose to link their products so that one dental claim is paid from their HRA and their FSA.

**Eligible expenses:** Section 213 dental

### Contact Us

## Choose the *easy* benefits administration.

We provide a world-class customer experience and pride ourselves on our reputation as a service-oriented and technologically-advanced third party administrator.