

Health Reimbursement Accounts **HRA**

The Health Reimbursement Account allows employers to save on premium costs and empowers employees to control how their benefit dollars are spent.

Designed around a high deductible medical plan, employees are provided a Health Reimbursement Account from which they may choose to apply funds toward their deductible, prescriptions or to obtain other allowable health care services. Unused funds in these accounts may also be available to be rolled over into future years. This design encourages employees to shop for their care to receive the most value for their dollar.

HRAs have existed under the Internal Revenue Code 105 for many years. Changes in June 2002 have enabled employees to roll over unused balances from year to year. The plan reimburses out-of-pocket expenses such as deductibles and other allowable health care expenses as defined by YOU, the employer.

The AdminPro HRA program consists of **THREE KEY ELEMENTS:**



A high deductible medical plan saves the employer by reducing premium costs up to 50%.

The HRA reimburses the employee's out-of-pocket expenses associated with the higher deductible plan.

Last, provide employees with the information and resources to make informed health care decisions.

The combination of these three elements of the HRA will result in lower premium costs, lower utilization and more educated consumers of health care.

How Does It Work?

Employer implements a high deductible medical plan and HRA Administration parameters

Employees obtain medical services as needed and pay any required deductibles and copays.

Employees submit a copy of the Explanation of Benefits (EOB) provided by their insurance company with an HRA claim form to AdminPro for reimbursement.

Employees are reimbursed by AdminPro according to the HRA plan parameters set by the Employer.

DID YOU KNOW...

75% of Americans spend less than \$1,000 per year on health care.

5% of employees account for 50-60% of health care costs.

Recent surveys have shown that up to 92% of employees want to be better educated

AdminPro provides:

- Employer assistance in HRA plan design and parameters
- HRA Plan Document and SPDs
- Employee Communication Material
- Enrollment Services
- Ongoing Employee Education & Resources
- Monthly Reporting
- Dedicated Account Representative
- IRS 5500 Reporting Assistance