Employee Benefits Corporation

Health Reimbursement Arrangement (HRA)

Your organization is unique, your benefit plan should be too.

An HRA is an employer-funded benefit plan where employees are reimbursed, tax-free, for qualified medical expenses up to a fixed dollar amount per year. An HRA allows you to design a benefit plan that complements your health insurance plan by covering your employees' out-of-pocket healthcare costs.

Flexible Design Options

An HRA offers flexible design options so you can customize each part of your plan, including:

- **Who** the benefit is for
- **What** the benefit will cover
- **When** participants have access to the benefits
- **How** the coverage will be broken down

Technology Features

Employer administration and participant account management is available all day, every day with our online accounts and mobile app, *EBCentral*®. Participants have online and mobile claims processed within 2 business days and can have reimbursements sent electronically to their bank via direct deposit.

Data Integration

Employee Benefits Corporation (EBC) will work with employers to establish an electronic file feed.

Plan Features

- Compatible with flexible spending accounts (FSAs) and health savings accounts (HSAs)
- Included Compliance Support:
  - Customized HRA Plan Document and Summary Plan Description
  - Required Summary of Benefits and Coverage (SBC)
  - Medicare Secondary Payer 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 worksheet made available for self-testing

Plan Design Examples

EBC has helped employers design thousands of plans to meet their organization's specific needs, including plans like the ones shown below that help offset rising healthcare costs, encourage employment longevity, and more.

Deductible Coverage

Benefit Scenario | An employer is adjusting their health plan from a $3,500 deductible to a $5,000 deductible to help meet rising health coverage costs. They are looking for an HRA plan design to help their participants with this increased deductible.

Selected Plan Design | A two-tier HRA with aggregate coverage for the $5,000 deductible. The participants pay the first $3,500 of the deductible. The HRA then pays for the remaining $1,500.

Eligible Expenses | Deductible

Additional Features | This plan design can also be set up to have an aggregate or embedded deductible.

Specific Coverage

Benefit Scenario | An employer wants to help employees with the cost of certain GLP-1 medications without expanding coverage to all prescription expenses.

Selected Plan Design | An HRA that reimburses specific GLP-1 medications selected by the employer. The employer establishes the reimbursement percentage and benefit limit based on its benefits strategy and budget.

Eligible Expenses | Employer selected GPL-1 medications.

Retiree Benefit

Benefit Scenario | A public sector employer is looking to provide funds for healthcare coverage to their employees after they retire.

Selected Plan Design | A two-tier plan design for retirees who are at least 55 years old and have worked at the company for at least 10 years. Retirees that meet these requirements receive a lump sum of $20,000 that they can use towards their health insurance premiums.

Eligible Expenses | Health Insurance Premiums

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