

Health Reimbursement Arrangement Fund Administration Services

What is an HRA?

A Health Reimbursement Arrangement (HRA) is a tax-free account set up by the employer to pay for qualified healthcare expenses. The employer provides a medical plan and establishes an HRA that pays for employees' eligible out-of-pocket medical expenses using employer funds. Employers may choose to roll over any unused funds left at the end of the year and apply them to employees' future medical expenses.

Benefits

- Increased employee satisfaction with your benefits program. Since HRAs are completely funded by the employer, employees find them to be a great addition to your benefits program.
- Reimbursements are tax-free as long as they are used to pay for qualified medical expenses.
- Create bottom-line savings for the employer/company. The contributions you make to employee HRAs are tax deductible. In addition, you can realize savings by using a high-deductible insurance plan, which often has significantly lower premium costs.
- Increase the flexibility of your benefit offerings. HRAs give employers complete flexibility to offer various combinations of benefits in designing their plan.

American Community offers two fund administration options when enrolling in an APEP Choices™ health insurance plan:

- Independent Fund Administration through a vendor of your choice
- HealthEquity™ Enhanced Fund Administration — a comprehensive package of services available for a monthly fee of \$4.95 per employee

With HealthEquity's HRA administration services, consumers can take full advantage of the potential benefits of an HRA.

American Community's HRA administration partner, HealthEquity, offers a complete HRA solution aimed at helping consumers to better manage their healthcare expenses, including financial services. They are committed to empowering individuals to take ownership of their healthcare decisions and associated costs through comprehensive education and trusted support.

HealthEquity's Available Services Include:

AN ADVOCATE FOR THE HEALTHCARE CONSUMER

- A Personal Consumer Advocate for each member
- Decision support, advice and guidance on how to use HRAs
- Cost estimates for certain medical procedures
- Help working with providers, including call and letterwriting assistance when reconciling payment
- Ideas on how to save money based on employee claims information

FINANCIAL SERVICES

- Claim reimbursement for out-of-pocket expenses via check or direct deposit

How to Set Up an HRA with HealthEquity

Complete an HRA Employer Application to begin your organization's setup with HealthEquity. This form is available as part of the HealthEquity HRA Implementation Guide; see your American Community agent to obtain a copy.

For questions on HealthEquity's HRA administration services, call (866) 382-3510. For questions on American Community's qualified high-deductible health plans, contact your American Community agent.