

# An HRA VEBA?

## WHAT IS IT?



A **Health Reimbursement Arrangement Voluntary Employee Beneficiary Account (HRA VEBA)** is a trust account designed to help you pay certain out-of-pocket medical expenses now, after retirement, and through employment changes.

## WHAT IS IT USED FOR?



The funds in an HRA can be used for certain out-of-pocket medical expenses as determined by your employer, including coinsurance and copays, your deductible, dental or vision expenses, and over-the-counter drugs and medicines. Check your Plan Highlights for additional information regarding what's eligible. You may also be eligible for reimbursement of health insurance premiums during retirement.

## HOW DO I SAVE MONEY?



HRA VEBA funds are contributed by your employer and are not a taxable benefit to you. This helps to reduce your out-of-pocket expenses without raising your tax burden. Additionally, funds are automatically deposited into a Stable Value Fund (SVF), which is a conservative fund investment option that is insured to protect the investor against a decline in yield or a loss of capital.

## WHY DO I NEED THIS PLAN?



An HRA VEBA is a financial tool that allows you to save on some of your healthcare expenses. It provides several unique features, including:

- **Funding:** This account is funded by your employer or through collectively bargained arrangements.
- **Health Plan Requirements:** Individuals still active at the company must be on an employer-sponsored health plan to be eligible for an HRA VEBA. Ask your employer which plans are eligible.
- **Use of Funds:** Funds become available as they are deposited into your account. Unused funds stay in your account and can earn interest or be invested. Funds carryover from month-to-month and year-to-year.
- **Investment Opportunities:** You can manage your SVF portfolio to grow your funds even more.
- **Medicare Eligibility:** You remain eligible for Medicare parts B, C, D and Medigap even if you have funds in an HRA VEBA.

For more information, visit [BenefitResource.com](https://BenefitResource.com)