



WHY DO I NEED...

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. You may also be eligible for reimbursement of health insurance premiums during retirement. Check your Plan Highlights for additional information regarding what's eligible.

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 with a stable value guarantee.

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

(800) 473 - 9595 | ParticipantServices@BenefitResource.com | BenefitResource.com

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