

# Health Reimbursement Accounts

## MORE OPTIONS, GREATER SAVINGS

### DRIVE DOWN THE COST OF HEALTH CARE

Benefit Resource (BRI) knows there are numerous pressures for employers to cut costs while still providing comprehensive healthcare solutions for their employees.

**Health Reimbursement Accounts (HRAs)** provide variety that can complement your total healthcare benefits strategy, including compatibility with other pre-tax benefits and maximizing savings for employers and employees.

### EXPERTISE WITH “PLANS BY DESIGN”

HRAs are commonly referred to as “plans by design.” This can make them complicated to understand, implement, and manage. With key personnel at BRI averaging more than 15 years of industry experience and an average tenure of nearly 10 years, you know you will be receiving knowledgeable plan administration.

We guide you through choosing the best option for optimized cost containment and employee savings, including the different types of HRAs that can be supported. Common configuration choices include:

- Design your HRA to be HSA-compatible. Choose from a limited HRA, post-deductible HRA or even a limited post-deductible HRA.
- Leverage your HRA to manage out-of-pocket costs. Whether you are looking to pay a percentage of expenses, or limit reimbursement to specific expense categories, BRI has flexible options available.
- Use a deductible HRA to encourage employee engagement.
- Consider rollover options to support long-term behavior change objectives.

Clients receive customized Plan Highlights which illustrate eligibility requirements, eligible expense restrictions, and other specific configurations.

\*\*\*Based on the results of BRI's 2020 Client and Participant Surveys.

### THE BASICS

- Created under Internal Revenue Code (IRC) Section 105(h), HRAs allow employers to set aside tax-free funds which employees use to pay for eligible medical expenses not covered by insurance. Employees don't contribute.
- HRAs must typically be integrated with a comprehensive health plan, a requirement introduced under the Affordable Care Act. The plans selected by employers to pair with an HRA often have lower premiums. This allows employers to offer an HRA to assist with out-of-pocket expenses.
- While HRAs have certain regulatory requirements, employers set many of the specific rules. HRAs can even rollover, allowing employees to plan for future needs.

### ONGOING EDUCATION FOR EMPLOYEES

It can be difficult to educate employees on how an HRA operates. Custom communication which packages the HRA with your integrated health plan is often essential.

BRI is committed to providing you with the support you need. Whether it is providing templates that can be customized with your specific plan information, supporting the review of fully custom materials, or aiding in educational training efforts, BRI is committed to educating employees on how to make the most out of their accounts.

#### BRI PRO TIP

Communicate the **BENEFIT**. Employees will need time to understand how their account works and how to claim the funds in it.



## EXPERTS YOU CAN TRUST

Each employer is assigned a dedicated specialist to be your point-of-contact for direct answers and expertise. Our pre-tax certified staff ensures your plans comply with federal regulations and take advantage of all possible benefits. Your specialist is backed by other BRI team members who work with you to ensure you receive personalized, white-glove service.

Customers consistently rate BRI at 95% or higher for customer satisfaction, speedy reimbursement, and professional, courteous service. Additionally, 97% of our clients say they would recommend BRI to another employer.\*

## BETTER TECHNOLOGY FOR A BETTER EXPERIENCE

The Beniversal® Prepaid Mastercard® provides convenience and compliance to many HRAs. If permitted with your plan design, the Beniversal Prepaid Mastercard can be used to pay for eligible medical expenses at point-of-sale, online, or through prescription mail order programs.



Sophisticated auto-adjudication logic is used to minimize the need for paperwork and receipts. Additionally, cards can be connected to digital wallets such as Google Pay®, Apple Pay®, and Samsung Pay® to enable contactless payments.

If you offer other benefit accounts such as FSA, HSA, or commuter benefits, participants can conveniently access all benefits from a single card.

## PERSONAL SUPPORT


Our expertly trained Participant Services team ensures that participants receive in-depth knowledge and expertise regarding their accounts, IRS regulations, available features and more. They are available to assist with questions by phone, email and live chat.

\*Based on the results of BRI's 2020 Client and Participant Surveys.

Both English- and Spanish-speaking representatives are available.

 (800) 473-9595 (M-F, 8am - 8pm (ET))

 ParticipantServices@BenefitResource.com

 Live chat is available through the participant login at BenefitResource.com

## SAVE WITH THE BENIVERSAL SUITE

Ask us how you can take advantage of our other services, including Commuter Benefit Accounts, Health Reimbursement Accounts, Health Savings Accounts, and COBRA/Direct Billing Administration.

## CONVENIENT TOOLS FOR MANAGING ACCOUNTS

- **BRIWEB:** Our secure online portal provides employer and participant logins for managing accounts, viewing balances and reports, and accessing valuable resources. Contact us to schedule a personalized demo of BRIWeb.
- **BRIMOBILE:** On-the-go account access makes it easy for your employees to view balances, review transactions, and submit claims. The app is available on the Apple App Store and Google Play.
- **BRIALERTS:** Participants can opt-in to receive real-time alerts via email or text for balance and transaction activity.

Note: Standard text messaging rates from the wireless service provider may apply.

## GET STARTED

Contact your Regional Manager to request a Service Consultation Meeting and quote for services.



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