

## HRA Plan Design Descriptions

### **213 HRA**

- This HRA works like an FSA plan. It reimburses all 213 eligible expenses at 100%. Participants do **not** have an out-of-pocket amount they must meet before the HRA reimburses expenses.

### **First Dollar HRA**

- This HRA will reimburse eligible expenses at 100% until the maximum benefit has been reached.
  - This plan can be set up to be embedded (expenses are tracked by individual) or aggregate (family treated as a single unit).
  - The Client determines which expenses are eligible for reimbursement.

### **HRA with Initial Employee Out-of-Pocket Responsibility**

- This HRA will pay eligible expenses at 100% **after** the employee meets a designated out-of-pocket responsibility. For example, if the group sets a \$2,500 initial out-of-pocket responsibility, no eligible expenses will be reimbursed until \$2,500 worth of expenses have been accumulated. Then, eligible expenses in excess of the initial \$2,500 will be reimbursed.
  - This plan can be set up to be embedded (expenses are tracked by individual) or aggregate (family treated as a single unit). If the plan is embedded, expenses for those in the family tier will not reimburse until either the individual's out-of-pocket responsibility has been met or the family out-of-pocket responsibility has been met. If the plan is aggregate for a family tier, no expenses will reimburse until the family out-of-pocket responsibility has been met, regardless of how much the individual has met.
  - The Client determines which expenses are eligible for reimbursement.

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### **HRA pays percentage**

- This HRA will reimburse eligible expense at the percentage selected until the maximum benefit has been reached. For example, if the HRA is designed to pay expenses at 75% and a \$100 eligible expense is submitted, the HRA will reimburse \$75 of the total \$100.
  - This plan can be set up to be embedded (expenses are tracked by individual) or aggregate (family treated as a single unit).
  - The Client determines which expenses are eligible for reimbursement.

### **HRA with Initial Employee Out-of-Pocket Responsibility then HRA pays percentage**

- This HRA is a combination of the two plan designs above. Once the out-of-pocket responsibility has been met, the HRA will reimburse eligible expenses at a percentage instead of at 100%. For example, if the group sets a \$2,500 initial out-of-pocket responsibility and then the HRA reimburses at 75%, no eligible expenses will be reimbursed until \$2,500 worth of expenses have been accumulated. Then, eligible expenses in excess of the initial \$2,500 will be reimbursed at 75%.
  - This plan can be set up to be embedded (expenses are tracked by individual) or aggregate (family treated as a single unit). If the plan is embedded, expenses for those in the family tier will not reimburse until either the individual's out-of-pocket responsibility has been met, or the family out-of-pocket responsibility has been met. If the plan is aggregate for a family tier, no expenses will reimburse until the family out-of-pocket responsibility has been met, regardless of how much the individual has met.
  - The Client determines which expenses are eligible for reimbursement.