



HEALTH REIMBURSEMENT ARRANGEMENT (HRA) FAQs

Q: DO I HAVE TO HAVE HEALTH INSURANCE TO HAVE A HEALTH REIMBURSEMENT ARRANGEMENT (HRA)?

A: HRAs are usually provided to complement a high-deductible health plan (HDHP), but can be paired with any type of health plan or used alone. Once your HRA funds are gone, you pay all new and remaining expenses out of pocket.

Q: WHO OWNS THE HRA?

A: Your employer.

Q: WHO CAN PUT MONEY IN MY HRA?

A: HRAs are fully owned and funded by the employer.

Q: DOES THE MONEY IN MY HRA EARN INTEREST?

A: No. The accounts aren't individually owned bank accounts.

Q: HOW MUCH CAN BE CONTRIBUTED TO MY HRA?

A: The amount contributed to your HRA is up to your employer. Contact your HR department for specific information about your plan design.

Q: WHAT IS AN ELIGIBLE HEALTH CARE EXPENSE?

A: Eligible expenses under an HRA plan are determined by your employer. Contact your HR department for information about your plan design and eligible expenses. Generally, the following expenses are eligible under an HRA plan:

- ▶ Health insurance deductibles
- ▶ Coinsurance and co-pays
- ▶ Other expenses included in *IRS Publication 502—Medical and Dental Expenses* as eligible or qualified expenses
- ▶ Some insurance premiums

Eligible expenses must be incurred for the care of the employee and/or eligible members of the employee's family and take place within the benefit plan year.

Q: WHAT HAPPENS TO THE MONEY IN MY HRA IF I LEAVE MY JOB OR RETIRE?

A: Whether or not you can continue to use your HRA funds for qualified expenses after you leave or retire is up to your employer. Contact your HR department for specific information about your plan design.

Q: ARE MY HRA FUNDS AVAILABLE TO ME ANY TIME?

A: Many HRA plans provide an annual benefit that is available to you in full at the beginning of the plan year.

In others plans, HRA benefits accrue from month to month. For example, your plan may provide \$1,200 for the entire plan year accrued at \$100 each month. You may only be reimbursed up to the maximum amount you've accrued at the time of the claim and reimbursed for the balance of your claim once you've accrued more funds.

Contact your HR department for information about your specific HRA fund availability.

Q: WHAT'S THE MAXIMUM REIMBURSEMENT AMOUNT FROM MY HRA?

A: Your HRA benefit amount is determined by your employer. Most plans will reimburse eligible expenses up to the full available balance in your HRA. If your plan is based on an accrual, you'll only be reimbursed the amount that you've earned in the plan. Contact your HR department for specific information about your plan design.



Q: DOES THE MONEY I HAVE IN MY HRA ROLL OVER FROM YEAR TO YEAR OR DO I LOSE THE MONEY AT THE END OF THE YEAR?

A: Whether or not your money rolls over to the next plan year is up to your employer. Contact your HR department for specific information about your plan design.

Q: CAN I USE THE MONEY IN MY HRA TO PAY FOR MY CHILDREN'S MEDICAL EXPENSES, CO-PAYS, AND DEDUCTIBLES?

A: Yes. The money in your HRA can be used to pay for eligible medical expenses of any family member who qualifies as a dependent on your tax return provided the dependent is covered by your HRA.

Q: MY DOMESTIC PARTNER IS COVERED ON MY INSURANCE PLAN. CAN I USE MY HRA FOR MY DOMESTIC PARTNER'S MEDICAL EXPENSES?

A: If your domestic partner meets the IRS qualifications of a tax dependent, you can legally use your HRA funds for his or her qualified medical expenses. If your partner doesn't meet the qualifications, you can't.

Q: HOW OFTEN CAN I REQUEST REIMBURSEMENTS?

A: You can request reimbursements as often as you incur a qualified expense. If your plan is an accrual-type plan, you may only be reimbursed up to the maximum amount accrued at the time of the claim and reimbursed for the balance once you've accrued more funds.

Q: IS THERE A DEADLINE FOR SUBMITTING REQUESTS?

A: Some plans allow up to 90 days after the end of the plan year to request reimbursements for expenses incurred during the plan year, known as the run-out period. Contact your HR department for specific information about your plan design.

Q: HOW QUICKLY CAN I GET REIMBURSED FOR QUALIFIED MEDICAL EXPENSES?

A: Reimbursements from HealthEquity[®] HRAs typically take five to seven days after HealthEquity receives your completed reimbursement request form and necessary documentation.

Q: HOW CAN I GET MY REIMBURSEMENT?

A: You can receive your reimbursement by check or direct deposit.

Q: CAN I USE THE MONEY IN MY HRA FOR NON-MEDICAL EXPENSES?

A: No. Funds can only be used for qualified medical expenses as determined by your employer and outlined in *IRS Publication 502—Medical and Dental Expenses*. Contact your HR department for specific information about your plan design.

Q: WHERE CAN I GET A REIMBURSEMENT FORM?

A: Reimbursement forms are available at www.myhealthequity.com or your specific member portal.

Q: CAN I ACCESS MY HRA ONLINE?

A: Yes. You can see your account balances, claim transactions, and more online. You can also request reimbursements and manage your personal information. Simply visit www.myhealthequity.com or your specific member portal.

Q: HOW DO I CONTACT HEALTHEQUITY?

A: You can call HealthEquity Member Services 24/7/365 at 866.346.5800 or your dedicated service line.

HealthEquity is the nation's oldest and largest dedicated health savings trustee. It helps individuals and families build health savings while it helps employers spend less on benefits through innovative integrated health care account (HSA, HRA, FSA, VEBA) administration and investment platforms backed by 24/7/365 service, personalized savings strategies, and consumer education.