

HRA Basics

Health Reimbursement Arrangement

Your HRA is a **tax-free savings account** for **post-employment medical bills**, including **insurance premiums**. This valuable employee benefit is **easy to use**, and it's a smart way to save up for a **more comfortable retirement**.

“This plan helped me retire a few years early and pay insurance premiums until Medicare kicks in.”

HRA Participant

How It Works

1. Your employer **sends tax-free money** to your HRA¹.
2. You choose how you want to **invest your HRA money** using the available fund lineup (like a 401(k) or 457 retirement plan).
3. After separating or retiring, you can **use your HRA money** anytime—there is no deadline to worry about². You'll receive a free debit card to pay expenses directly from your HRA, or you can submit claims to be reimbursed.
4. Your HRA will cover **you, your spouse, and your dependents**, including your adult children through the end of the calendar year in which they turn age 26.
5. If you pass away, your **HRA can transfer** to your surviving spouse and dependents.

Questions?

1-833-880-2565

Login Online

HealthInvestHRA.com

¹ Eligibility and funding are usually subject to collective bargaining or employer policy. Often, these funds would have otherwise been paid to you as taxable income. IRS rules require all eligible employees to participate (no individual elections). ² Your HRA may be subject to vesting or other limitations depending on your employer's plan design.

How It Helps

After leaving employment, many participants use their HRA money to reimburse out-of-pocket medical premiums, including **COBRA, Medicare Part B, Medicare Part D, Medicare Supplement plans, and long-term care (subject to IRS limits)**. Other common examples are listed below.

- Copays
- Deductibles
- Prescriptions
- Power chairs
- Hearing aids
- Dental care, orthodontia
- Vision care
- Laser eye surgery
- Chiropractic care
- Emergency medical bills

Qualified “medical care” expenses and premiums are defined in Section 213(d) of the Internal Revenue Code. For a detailed list, log in and access your HRA online portal at **HealthInvestHRA.com**, then click **Resources**.

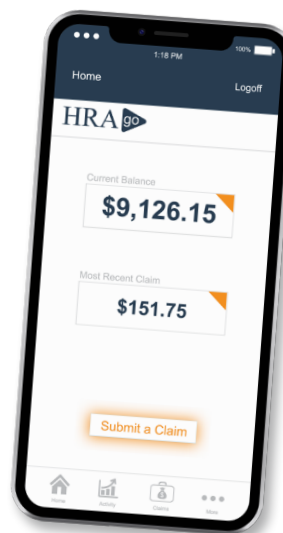
Managing and Using Your HRA

Managing and using your HRA is now easier than ever!

- User-friendly **online portal**
- Handy **mobile app** (HRAgo®)
- Diversified **investment fund lineup**
- Secure quarterly **e-statements**

You'll get to enjoy these added features after separating or retiring from your employer.

- Easy **online or mobile** claims submission
- Fast **claims processing**
- Free **debit card**
- Convenient **direct deposit** for reimbursements
- Automatic **premium reimbursements**



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Plan administrative fees usually include a flat monthly account fee and/or an asset-based percentage fee. Fee structures vary by employer based on plan design and size.

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