

# Health Reimbursement Arrangement (HRA)

Did you know your employer puts money aside to reimburse you for healthcare expenses? An HRA helps pay for expenses not covered by a health plan.

## What is a health reimbursement arrangement (HRA)?

An HRA is an account your employer sets up and puts money into to reimburse you for qualified medical expenses incurred for you, your spouse and your eligible dependents throughout the year.

## What can it be used for?

Eligible expenses are determined by your employer and may include things like doctor exams and labs; copays, deductibles and prescription drugs. Ask your employer for a complete list of HRA eligible expenses.

## How does it work?

1. During enrollment, you must sign up for the Health Reimbursement Arrangement (HRA).
2. You can use these funds immediately, up to the amount that's been put into your account.
3. When paying for eligible expenses, use your personal funds and get reimbursed or, if offered, you can use your PlanSource Benefits Mastercard to make purchases.
4. Save your receipts in case documentation is needed.

## Why should I enroll in an HRA?

An HRA is paid for by your employer, at no expense to you, to pay for healthcare expenses. These tax-free reimbursements help offset expenses you incur anyway.

- Unused HRA funds can rollover year to year — meaning you don't have the pressure to "use it or lose it" — just use what you need when you need it. (This varies by employer.)
- HRA funds are held in a trust which protects the money.

## Helpful Tips

Plan ahead to maximize your HRA.

- Calculate how much you normally spend on health-related expenses in a year — and look at the HRA total benefit provided to plan ahead.
- Keep all of your receipts, regardless if you use an HRA debit card or request a reimbursement.
- Important note: An HRA belongs to your employer, if you decide to change jobs you cannot take the HRA funds with you.

### Did You Know?

**HRAs are a benefit that doesn't impact your net pay or your taxes.**

- HRA reimbursements are tax-free.
- You do not need to report HRA reimbursements for qualified expenses on your tax return.
- Because your employer funds this arrangement, there is no impact to your paycheck.

## Sign up for an HRA today to help pay for healthcare expenses.

https://plansource.wealthcareportal.com/Page/Home

888-266-1732, Option 2 for Reimbursement Support

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