



FREQUENTLY ASKED QUESTIONS REGARDING HEALTH REIMBURSEMENT ARRANGEMENTS

- **How does my Health Reimbursement Arrangement (HRA) plan work?**

Your HRA was designed by your employer to reimburse you for certain eligible healthcare expenses. Your plan will identify who is eligible, the maximum amount that you can be reimbursed, which expenses will be covered and the duration of the plan. The funds to cover the reimbursements are provided by the employer and are free from federal, state and social security taxes.

After you have incurred expenses, either claims will be submitted electronically thru your primary health insurance or you will submit claims to Point C for reimbursement. Point C will review the claims to make sure they are eligible and then send reimbursement to either your provider or you via check.

- **Do employees need to enroll each plan period?**

Yes and No. For those with a direct feed, Point C receives a weekly eligibility feed notifying Point C of all eligible members. For non-direct feed groups, all eligible employees must complete an election form each year during the open enrollment period. Your employer will instruct you on how to complete enrollment.

- **Can I contribute to the plan?**

Per IRS regulations, participants are not permitted to contribute to an HRA plan.

- **What is an eligible expense?**

An eligible expense is any healthcare expense incurred by a participant, their spouse, or dependent, that is approved by the IRS and eligible for reimbursement under your specific company plan. Please see your enrollment materials for the details of your plan. These expenses **may** include deductibles, co-insurance, high cost co-pays, prescriptions and other out-of-pocket healthcare expenses.

Please note that expenses reimbursed through the plan cannot be itemized and resubmitted through an income tax return or any other benefit plan per IRS regulations.

- **How do I receive reimbursements?**

If you have a direct feed medical plan, your eligible claims most likely are provided to Point C via a weekly electronic claim feed. For participants of other carriers and certain groups may require manual submission only, you may fax, email, mail or submit claims and supporting documentation directly to Point C.

Most plans require an Explanation of Benefits (EOB) as supporting documentation (please do not send in monthly summaries). If your plan allows reimbursement for prescriptions or co-pays, you may also be allowed to submit a receipt as supporting documentation. Please refer to your enrollment materials for additional details.

After the claim has been reviewed and the expense approved, payment is standardly issued to directly to your provider – or in some cases directly to you

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- **Do funds carry over at the end of the plan period?**

Any unused amounts left in the accounts at the end of the plan period may or may not be carried over into the next plan period depending on your plan. You have access to these funds from year to year as long as you remain an eligible employee and carryover is permitted by your plan. You may even have access to funds after termination of employment, if permitted by the plan.

- **What happens to my Health Reimbursement Arrangement when I leave my employer?**

If you leave your current place of employment or become ineligible for the Health Reimbursement Arrangement, you will not be able to take your HRA funds with you. You may have a certain period of time to submit claims for services or items purchased before you became ineligible.

You will also be notified by your employer with details on how you can elect to continue your HRA coverage through COBRA.

- **How is the plan regulated?**

In addition to regulations in Section 105 of the Internal Revenue Code, HRA plans are also regulated in part or in whole by the following entities and legislation:

Department of Labor

Federal, State and Local Courts

Internal Revenue Service

Pension Welfare Benefits Administration

US Congress

COBRA

ERISA HIPAA

Section 104

Section 106

Section 152

Section 213

Section 404

Section 419