

Health Reimbursement Arrangement

A health reimbursement arrangement (HRA) is an account employers offer to help their employees pay for qualified medical expenses not covered by their health plan. With an HRA, employers can offer a pool of tax-free money for employees to use toward healthcare costs.

How it Works

An HRA is funded solely by the employer. Employees use the funds for qualified medical expenses by using an Ameriflex debit card or submitting a claim for reimbursement. Our team will consult with you and help design a plan that meets your goals and is easy for your employees to use.

Benefits for Employers

- Employer contributions are tax deductible
- An HRA can help employees pay for out-of-pocket healthcare costs such as copays, deductibles, prescriptions, over-the-counter medications, and more
- HRAs are flexible. Employers can reimburse different amounts for single and family participants, as well as decide what the HRA covers, such as deductibles, copays, prescriptions, over-the-counter medications, etc.

Benefits for Employees

- Employees can easily use the HRA to pay for everyday healthcare costs using an Ameriflex debit card or by submitting a claim for reimbursement
- Since an HRA is funded by the employer, employees don't have to think about making contributions
- User-friendly online account and mobile app makes it easy for employees to manage their benefits

Plan Setup Examples

HRAs can be set up in a variety of ways. A first dollar setup allows employees to use the HRA without any out-of-pocket responsibility. The HRA can also be set up so that employees have to meet an out-of-pocket responsibility before they can use the HRA.

HRA Contribution Limits

The IRS does not place a limit on HRA contributions. Employers can even allow remaining HRA balances to roll over from year to year.

MyPlanConnect

One-of-a-kind in the industry, the Card Swipe Guarantee is a feature offered to all Ameriflex FSA and HRA customers where Ameriflex will take on the compliance liability around documentation. Our advanced technology allows us to ensure that participants' FSA and HRA-eligible card transactions will go through without requiring them to submit further documentation.

MyPlanConnect

MyPlanConnect is an additional feature you can add to your HRA program. It connects your employees' HRA transactions with their insurance Explanation of Benefits (EOB). If the card transaction matches the employee's EOB, MyPlanConnect will prepare the claim and allow the employee to request reimbursement without the need to submit additional documentation. This saves employers time by reducing questions regarding claims and the number of challenges regarding claim eligibility.

How does it work?

Step 1: Your employees connect their insurance plans.

Step 2: Our system pulls data and pre-fills forms.

Step 3: Claims are automatically prepared and evaluated.