

# Health Reimbursement Arrangements



## A Smart Investment for You and Your Employees



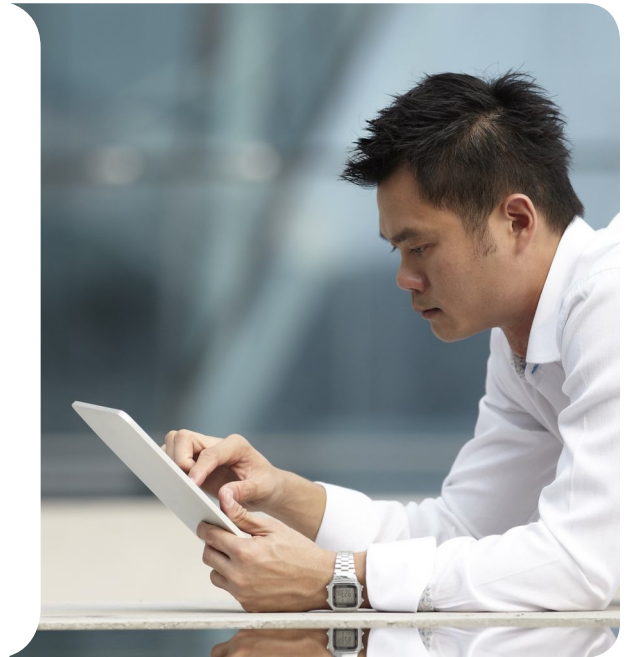
# Lowering Costs—for You and Your Employees

Looking for ways to reduce your company's healthcare costs and the administrative tasks tied to your health plan, while continuing to provide the high-quality benefits your employees expect? We have the answer: A Blue Cross & Blue Shield of Rhode Island (BCBSRI) health plan that features a fully integrated health reimbursement arrangement (HRA).

## What is an HRA?

An HRA is an account you use to set aside a specific amount of funds to pay for your employees' qualified medical expenses, like deductibles, coinsurance, and copays. An HRA can benefit your business in many ways, including:

- **Tax Savings** – Reimbursements of qualified claims are tax-deductible for employers.
- **Lower Healthcare Costs** – By choosing a health plan with a deductible, you take advantage of lower premiums. This boosts your bottom line.
- **Reimbursement Rollover** – Unused funds in an HRA are never lost, and remain with the employer from one year to the next.
- **Improved Employee Satisfaction** – By providing comprehensive health benefits with lower out-of-pocket costs for your employees, you'll continue to attract and retain the talented people who help make your company a success.



*To learn more about our fully integrated **HRA** health plans, please talk to your BCBSRI account representative or broker.*

## Why Choose a BCBSRI Health Plan with an HRA?

We're the only local health insurer to offer fully integrated HRA health plans. This means simple, easy administration for you and little to no paperwork for your employees. With a BCBSRI health plan that features a fully integrated HRA, you'll have:

- **Streamlined Administration** – You'll be able to access your HRA through a dedicated employer portal on **BCBSRI.com**, making it convenient to manage your HRA account.
- **Greater Customization** – You can set up your HRA so that it pays 100 percent of the deductible, or to reimburse your employees after they've paid a specific amount toward the deductible. This gives you greater control over what you spend each year on healthcare costs.
- **Less Paperwork** – Because the HRA and health plan are fully integrated, claims liabilities are submitted automatically. This means your employees will never need to save or submit receipts for the healthcare services they receive.

# One Partner—One Solution

## Advantages of a Fully Integrated, HRA-compatible Health Plan

### Here's What Your **Company** Can Expect

**Lower health plan premiums and reduced taxes**

**Flexible plan designs**, allow you to set aside specific amounts of funds for qualified medical expenses

**Automatic electronic claim feed** to help maximize your employees' HRA funds and process claims

**New employer portal**, which allows you to download reports, view eligibility, and monitor payments made on behalf of your employees

**Automatic HRA enrollment**, enabling you to update eligibility in one source

### Here's What Your **Employees** Can Expect

**Lower out-of-pocket costs**, since they'll be reimbursed from their HRA up to a set amount for eligible expenses

**Easy access to both health benefit information and HRA transaction information** through their member home page on [BCBSRI.com](http://BCBSRI.com)

**A single ID card** to show providers, eliminating the need to carry a health plan card and HRA card

**Easy reimbursement for eligible expenses**, since they'll no longer need to keep and submit receipts

**An HRA debit card**, which they can use to pay for eligible purchases at pharmacies (optional)

**One customer service number for their health plan and HRA**, making it easier to get support



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