

Health Reimbursement Account

Boosting Employer and Employee Financial Health

Looking for ideas to create a balance between the rising costs of benefits and an attractive set of benefit offerings for your employees?

Lifetime Benefit Solutions has the answer for you ... and your employees will thank you! Flexible. Creative. Affordable. That's Lifetime Benefit Solutions.

Our collaborative approach offers a solid investment in the health of your workforce as well as your business. You can cost-effectively continue to offer a rewarding benefit to your employees through the development of a Health Reimbursement Account (HRA).

Coupled with your medical plan, an HRA can help you combat the rising cost of health care. An HRA is an employer-funded, tax-sheltered account to reimburse employees for allowable medical expenses. Established under Internal Revenue Code Section 105, this employee benefit plan allows participants to pay for certain out-of-pocket health care expenses while you remain in control of how the dollars are spent.

Looking for ideas to create a balance between rising costs of benefits and an attractive set of benefit offerings for your employees? The many benefits of HRAs.

You can gain greater control over your health care costs:

- Save money with lower insurance premiums for employees with high deductible health plans.
- Offer flexible benefit options to meet every situation with the ability to stack HRAs with Flexible Spending Accounts (FSAs) and Health Savings Accounts (HSAs) using one integrated portal to:
 - cover more expenses; offer an employer contribution amount in annual, monthly or custom accruals.
 - alter plan rules for enrollees with a loss of eligibility.
- Go green with direct deposits and elimination of manual, paper-based claims processes.
- Promote healthier lifestyle choices with increased employee involvement and 100% covered preventative care.



Types of HRAs:

Several great HRA plan options exist; our flexibility in plan design will help you create one that is right for you and your employees.

- **Deductible Only:** This type of plan is designed to be coupled with a higher-deductible health plan. The employer elects a higher deductible health plan and then, through the HRA, allows participants to access dollars saved from the reduced premium expense, to offset the increase in the health plan deductible.
- **Limited Purpose:** This plan is offered to employees who make HSA contributions. It is designed to reimburse only dental and vision expenses.
- **Post-Deductible:** In this design, only out-of-pocket medical expenses after the deductible has been satisfied are covered.

- **Customized Reimbursement:** In this design, the employer can customize the health plan expenses to be reimbursed, such as prescription only, copayments only and coinsurance only.
- **Retiree:** This plan reimburses qualified medical expenses incurred only during retirement.
- **All Eligible Expenses:** This plan reimburses for all expenses determined as eligible in Section 213d of the Internal Revenue Code.

Boss of the year! Your employees will thank you.

Employees can:

- Enjoy tax-free withdrawals for qualified expenses.
- Quickly and easily access funds with the Health Spending Card used at point of sale, or with funds directly deposited to a bank account through online distribution.

- Enjoy secure access to accounts using a convenient consumer portal available 24/7/365.
- Stay up to date on balances and actions required with automated email alerts and convenient portal home page messages.
- Get one-click answers to benefits questions.
- Protect the environment by using paperless summaries available online.

But wait! There's more...

Our solution will help you:

Fight the rising cost of health insurance by offering HRAs along with higher-deductible insurance plans.

Our HRA solution offers easy-to-use online forms and reports, and secure, self-service portals that deliver high consumer satisfaction and valuable insight to employers.



The cure for benefits as usual.

The key to saving your company money
is just a phone call away.

For more information contact
1-800-356-1029.

LifetimeBenefitSolutions.com