



Health Reimbursement Arrangements

INTRODUCTION

Most employers are continuously hit with annual health insurance premium increases in the double-digits. These costs are becoming unbearable for most employers and complementary alternatives are needed.

Through FlexHRA Health Reimbursement Arrangements, Flex offers multiple plan designs that can assist with the stabilization of health insurance premium increases, while managing the administrative tasks to facilitate these efforts. FlexHRA also provides an array of tools and resources that seamlessly integrate the HRA experience for any company.

FLEXHRA ADVANTAGES

- Industry expertise
- Streamlined business processes
- Flexible plan options
- Integrated technology
- Simple tools and resources
- Experienced support staff
- Online access 24/7

PLAN DESIGNS

- Plan 01 - First Dollar Access to HRA
- Plan 02 - Deductible First, then HRA
- Plan 03 - Sandwich Deductible
- Plan 04 - Reversed Sandwich Deductible
- Plan 05 - Stand-Alone HRA

ABOUT FLEX

Founded in 1988, Flexible Benefit Service Corporation (Flex) is a wholesale insurance firm and benefits administrator. Headquartered in Rosemont, Illinois, we work directly with insurance brokers and offer a deep understanding of the consumer and group health insurance markets.

Flex is committed to finding solutions for rising healthcare costs and promoting plans that offer premium relief. Through our innovative technology, strong industry relationships and superior customer service, Flex is at the forefront of the latest trends and key options in health insurance and benefits administration.

FLEXHRA SERVICES

DESIGN EXPERTISE

- Strategic Planning
- Plan Compliance

EDUCATION & ENROLLMENT

- Educational Materials
- Decision Support Tools

FIRST CLASS SERVICE

- Customer Service Team
- Direct Access

WEB ACCESS

- flexiblebenefit.com
- myFlexInfo.com

SIMPLE TRANSACTIONS

- CrossTech™
- Direct Deposits

FLEX PRODUCTS



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HEALTH REIMBURSEMENT ARRANGEMENTS

Established by IRS Tax Code Section 105, HRAs are employer-sponsored accounts used to reimburse employees tax-free for eligible medical expenses—including doctor office visits, prescription drugs, routine physical exams, vision care, dental care and much more. With the advent of HRAs, employers are now able to offer benefit plans with significant financial impact.

ELIGIBLE EXPENSE CATEGORIES

There are four FlexHRA eligible expenses categories to choose from, as outlined below:

A – All § 213(d) expenses:

Allows for any expenses incurred to treat a specific medical condition, such as over-the-counter drugs.

B – Expenses applied toward the health plan deductible only:

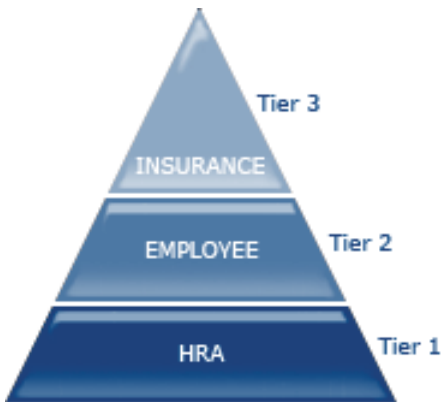
Used when pairing the HRA with a high-deductible health plan to cover all or some of the deductible.

C – Limited scope expenses:

Used to cover non-health plan related expenses, such as dental, vision, preventive care, etc.

D – Health plan related expenses: This is a hybrid of Categories A and B, however it covers items not solely applicable to the health plan deductible, but still excludes non-health plan related expenses, such as over-the-counter drugs

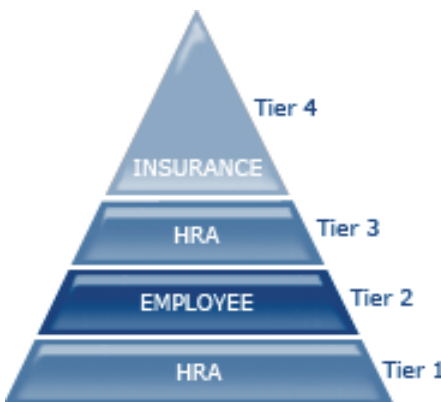
PLAN DESIGNS



PLAN 01 - First Dollar Access to HRA



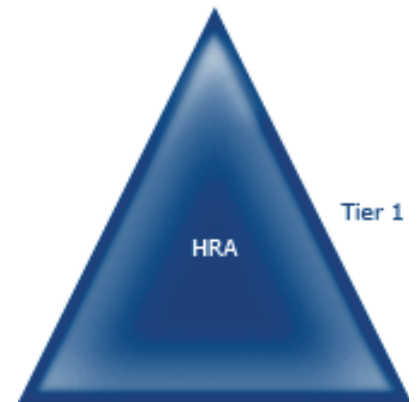
PLAN 02 - Deductible First, then HRA



PLAN 03 - Sandwich Deductible



PLAN 04 - Reverse Sandwich Deductible



PLAN 05 - Stand Alone HRA