

Health Reimbursement Arrangement (HRA)

Health Reimbursement Arrangement (HRA):

- A federally approved, tax favored, employer-sponsored plan
- Deductibles and any other out-of-pocket expenses are separate from those under the employer's health plan
- Employer contributions only
- Reimburses out-of-pocket medical expenses incurred under the employer's health plan
- Plan design is at the discretion of the employer

Requirements:

- Eligible expenses are medical and pharmacy deductibles and coinsurance
- Expenses must be incurred during the plan year
- The employer determines if any account balance will carry over from year to year
- Eligible expenses must be submitted within 90 days after the end of the plan year
- Participation ends when an employee terminates employment
- Only expenses incurred prior to termination of employment are eligible and any remaining balance is forfeited
- When the employer must comply with COBRA, the terminated employee may be eligible for COBRA

Reimbursement:

- PHP will automatically reimburse medical and pharmacy deductibles and coinsurance
- Employees are required to opt-out of the automatic reimbursement process at the time of enrollment if they have secondary insurance
- Employees with secondary insurance must submit claims manually with an Explanation of Benefit, receipts or a provider statement
- An employee is only reimbursed up to the amount available in the account
- A request for an amount greater than the account balance will be processed automatically when additional contributions are available
- An employee may elect reimbursement in the form of a check or direct deposit at the time of enrollment
- Required forms are on our website at www.phpni.com

Additional Information:

- Complete details about an HRA can be found in the Summary Plan Description provided by the employer
- Information about an employee's HRA account is available online at www.phpni.com
- HRA account information is also available by calling Customer Service at:

(260) 432-6690, ext.11

1-800-982-6257, ext. 11

(260) 459-2600

for the hearing impaired



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