



Health Reimbursement Accounts

Lifetime Benefit Solutions (LBS) can help create the perfect balance between the rising costs of health care and an attractive benefit package for your employees and potential candidates. Our collaborative approach offers a committed investment in the health of your workforce, as well as your business. Your organization can cost-effectively offer a rewarding benefit package through the inclusion of a Health Reimbursement Account (HRA). Coupled with your existing medical plan, this employer-funded, tax-sheltered account allows employees to pay for certain out-of-pocket health care expenses while you remain in control of how the dollars are spent.



What is an HRA?

An HRA is an employer-funded, tax-sheltered account used to reimburse employees for allowable medical expenses as defined by the Internal Revenue Service (IRS).

Employers have the freedom to customize while offering a valuable benefit

With an HRA, you remain in control of what expenses are covered while providing an advantageous health care supplement fund for your employees.

EMPLOYEE BENEFITS	EMPLOYER BENEFITS
<ul style="list-style-type: none">• HRA funds are funded by employers on a pre-tax basis and therefore not taxable to the member• Flexibility to maximize savings by combining them with Flexible Spending Accounts (FSAs) and Health Savings Accounts (HSAs)• Depending on plan design, HRA plans may cover retired employees along with their spouses and tax dependents	<ul style="list-style-type: none">• Have full discretion over HRA plan design and management of how funds can be carried over from year-to-year (within IRS guidelines)• Allows the customization of coverage for employees based on the particular demographics of the population• All employer contributions to the plan are 100% tax deductible for the employer

Experience the difference with Lifetime Benefit Solutions

By partnering with LBS, you and your employees will enjoy:

- A comprehensive, integrated platform
- Automated scheduling of contributions based on your timing preference, allowing for easy mid-year enrollments (when applicable)
- 24/7 access to account information at your fingertips through web-and mobile-based portals
- A virtually paper-free administrative process with automated email alerts and monthly account summaries available online
- Quick and easy access to all account funds in one place through online distribution requests or the use of a convenient debit card

Popular plan designs that may be right for you

LBS has the expertise in managing even the most complex HRA plans. In fact, we have the ability to effectively administer 99% of all existing HRA plan designs. Our flexibility in plan design will help you create the one that is the right fit for both you and your employees. Popular plan design options include:



Deductible only

Designed to be coupled with a higher-deductible health plan. The employer elects a higher deductible health plan and then, through the HRA, allows employees 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 participants who make HSA contributions and can be used in combination with that particular reimbursement account. It is designed to reimburse only dental and vision expenses.



Individual coverage

Individual Coverage HRAs (ICHRAs) are a type of employer-funded HRA provided to employees as a means to purchase individual health insurance rather than offering a group health plan.



Customize reimbursement

The employer has full creative freedom with this plan – you can fully customize the health plan expenses you wish to be reimbursed, such as prescription only, copayments only and post-deductible.



Retiree

This plan design offers an attractive benefit to those who retire from your organization. It reimburses qualified medical expenses incurred only during retirement.



All eligible expenses

If you're looking for the plan design that covers the most potential expenses, this is it. This plan reimburses participants for all expenses determined as eligible in Section 213(d) of the Internal Revenue Code.

Ready to see how our spending account packages enable a better way to benefit? Contact your broker or dedicated LBS Account Manager today.

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