



# HEALTH REIMBURSEMENT ARRANGEMENT (HRA)

## What is a Health Reimbursement Arrangement?

An HRA is an account created by your employer, as part of their benefit package, to pay for out of pocket medical, dental, and vision expenses. HRAs are completely employer funded and employees are not allowed to contribute to HRAs. You do not pay taxes on the HRA money in your account.

## There are two types of HRAs, what Kind of HRA do I have? What can I use my HRA account to pay for?

- If your employer offers a group health plan, you have a traditional HRA plan, which you can use to pay for medical, dental, and vision expenses.
- If your employer does not offer a group health plan, then you have a QSEHRA (qualified small employer HRA) which will allow you to pay for medical, dental, and vision expenses AND individual insurance premiums.

Whether or not your dependents can participate and benefit from your HRA program is decided by your employer.

## How does my HRA work?

In general, employers offering traditional HRA plans will offer an annual benefit and make that benefit available on the first day of the plan year. Usually January 1st of each year. Employers offering a QSEHRA will offer a monthly benefit, usually available on the first day of each month you are eligible and participating in the plan.

## What happens to unused HRA money in my account?

At the end of the plan year, or if you leave your employer and are no longer eligible to participate in the HRA, unused funds are forfeited back to the plan and belong to your employer. Employers may choose to increase HRA contributions the following plan year if many employees have unused HRA funds.

## How to use your HRA – just swipe your ISG Benefits Debit Card!

When you enroll in an HRA through your employer with Insurance Savings Group, you will receive two ISG Benefits Debit Cards in the mail. We encourage you to use your benefit card for all HRA expenses. Keep track of your account balance by logging into your member portal at [www.joinisg.com](http://www.joinisg.com) or by using the smart phone app, ISG admin.

If you forget your ISG Benefits Debit Card at home or your card is declined and you incur an eligible expense, you can always submit a receipt, in your online portal or by using your phone app and get reimbursed by ACH. All reimbursements are handled via ACH to the same bank account as the voided check you attached to your ISG member enrollment application.

## **My card doesn't work. Now what?**

Its probably not working for several reasons:

- You didn't turn in an itemized receipt or EOB for your last debit card swipe
- The items you are trying to purchase are not on the IRS approved list
- You are trying to purchase approved items from an unapproved vendor
- The items you are trying to purchase are not "coded" correctly by the vendor