

AvMed Consumer HRA

your simple health care solution

AvMed, the health plan with your health in mind, is committed to helping you keep costs down. AvMed Consumer HRA gives our clients an answer to how they could reduce their annual health care expenses and empower their employees to better manage their own health benefit costs.

A Health Reimbursement Arrangement (HRA) is a medical reimbursement plan that typically works in conjunction with any AvMed higher deductible health plan. Employees get the benefit of lower premiums for health coverage, and employers enjoy the tax benefits created by the tax-deductible contributions to the HRA. Plus, employees become more involved in their health care decisions and make more informed spending choices. The result—a more productive and healthy workforce!

AvMed Consumer HRA will:

- ✓ Reduce the employers annual health care costs
- ✓ Ensure funds from the HRA are exempt from employer's payroll taxes and Social Security taxes
- ✓ Promote a consumer driven approach to your employees
- ✓ Empower your employees to become better health care consumers
- ✓ Encourage employees to use medical plan and HRA funds conservatively to ensure future availability of their benefits and to ensure a reduction in your company's medical trend claims experience
- ✓ Permits you and your employees to carryover funds year after year
- ✓ Allow for a benefit design that is right for your organization

HRA, a simple solution

An HRA empowers your employees to spend their HRA funds wisely. The way it works is simple: you fund the HRA and your employees are reimbursed for medical expenses. Unused funds are typically carried over year-to-year. A limit can be set as to the maximum amount your employees may rollover. These funds would be available as long as the employee stays your employee, improving employee retention. To offer even greater benefit for your employees, pair the HRA with an FSA (To learn more, contact your representative).

AvMed offers your employees and their families online support for the Consumer HRA

- **Decision Support Tools** (www.avmed.org) that provide employees with online resources to better manage their benefits.
- **information** to assist in choosing the appropriate health care professionals and services.
- **Financial online tools** that allow employees to forecast health care costs, research average costs for specific medical procedures, and determine the cost of their prescription drugs
- **Additional support tools** can be found at www.myhealthequity.com

Want to learn more?

To learn more about the AvMed Consumer HRA, please contact your AvMed representative, call **1-800-51-AVMED** or visit us at www.avmed.org.

About HealthEquity... Our HRA partner

AvMed Health Plans partnered with HealthEquity to provide a fully integrated HRA solution for our AvMed Consumer members. By integrating our enrollment systems and implementation process with HealthEquity, we provide a seamless experience for our members. The automated electronic claim crossover with HealthEquity also helps speed up the traditional mail explanation of benefits/reimbursement process.

Reimbursement Options

- **Debit card**
- **Integrated claims** - Medical and Rx claims are automatically sent from AvMed to HealthEquity

Payment Choices

Your employees can choose

- **direct deposit** into a bank account of their choice
- **a reimbursement check**

HRA Plan Design requirements

- Must be funded by employer contributions
- Cannot be funded through salary reductions
- HRA funds can only be used to reimburse substantiated medical expenses incurred by the employee and their dependents
- Coverage must be in effect at the time the expense is incurred
- HRA funds cannot be used to reimburse for long term care expenses
- Unused amounts cannot be cashed out. They revert to the employer, if they are not rolled over to the next benefit year for the employee to use