



Health Reimbursement Arrangements (HRA).

Customizable savings for you and your employees.

A health reimbursement arrangement (HRA) is a plan offered by an employer in which the employer promises to reimburse employer-defined, eligible, out-of-pocket medical expenses incurred by the employee or their dependents.

HRAs come in many shapes and sizes. Most employers use an HRA to offset the cost of a higher deductible to the employee. Some employers use HRAs as a stand-alone dental, vision or retiree plan. If an HRA is designed to cover medical expenses, it must be integrated with an eligible major-medical plan. When using an HRA to cover medical expenses and offset a higher deductible, many employers offer both an HRA and a flexible spending account (FSA). The FSA allows the employee to still save tax dollars on out-of-pocket medical expenses not covered by either the medical plan or HRA.

Advantages to offering an HRA



Reimbursements for the HRA to employees are tax deductible for the employer



Limits of the HRA are defined by the employer, controlling maximum risk



Unused HRA dollars can be retained by the employer

With isolved Benefit Services, creating and managing an HRA is simple.

You can customize your plan based on the design of your HRA so that it complements coverage offered to employees and dependents. An online non-discrimination test ensures that your organization is meeting IRS requirements.

Once the HRA is set up, the process couldn't be simpler. Everything is available online and through the iFlex mobile app, so you and your employees can access account information from anywhere at any time. Claims are processed daily for prompt reimbursement. You can also utilize the online reports to track plan usage.

Transforming employee experience for a better today and a better tomorrow.

Both employers and participants gain access to our helpful HRA Resource Center.

This online tool includes training resources and answers to commonly asked questions. It has individual sections for employers and participants, making it easy to find forms or watch training videos that simplify the process of reimbursement submission and other tasks related to HRAs.

Choosing The Right Plan Design

Please review the following plan designs that are offered by Isolved:

Plans Include:



Contact us today at **800-300-3838** to learn more about the benefits of offering an isolved Benefit Services HRA to your employees.