



HRA

Health Reimbursement Account

Easing the pain of out-of-pocket expenses

A Health Reimbursement Account (HRA) is an account you own and fund for your employees – reimbursing them for qualified, out-of-pocket medical expenses. The HRA is typically integrated with an MVP high deductible (HD) health plan to help offset the cost of the deductible. It may also be used with other MVP plans to reimburse copayments and other covered medical expenses (such as over-the-counter medicines). The employer selects the amount of annual contribution and basic account design.

Generally, employees can be reimbursed from HRA funds for...

- Out-of-pocket costs associated with their MVP health plan, including deductibles, copays and co-insurance charges for covered hospital, physician and pharmacy services
- Costs for health-related items such as over-the-counter medications, eyeglasses/contact lenses, dental and orthodontic care

Advantages – for employers

For businesses looking to switch to an MVP high deductible (HD) plan or other low-cost health insurance option, an HRA is part of a complete solution. While a lower-cost health plan will likely increase your employees' out-of-pocket expenses, the HRA eases this burden – providing them with a valuable new service. You can decide if you want to allow unused funds to be rolled over annually for future medical expenses. HRAs also offer you tax advantages, as any funds used by your employees are regarded as a business expense, and not as compensation.

Advantages – for your employees

An HRA helps employees by defraying their out-of-pocket costs for medical expenses like deductibles and copays. An HRA can help ease the transition to a high deductible health plan. An HRA represents a tax advantage for employees as well, since these funds are not taxed as income.

MVP's HRA administration ensures customer satisfaction for both you and your employees.

Easy to access

With convenient online access, it's simple for you and your employees to view your account activity.

Simple to get started

Talk to your Broker or MVP Representative. We'll work with you to design an HRA to meet your needs, and we'll quickly get your accounts up and running.

All part of Care About You

Powerful financial tools that enable you to choose lower-cost options...online tools to help you track account activity...from a name you know and trust.

HRA: Quick Look

- *An account owned and funded by the employer that can be integrated with MVP high deductible (HD) plans or other MVP plan options*
- *HRA funds assist with out-of-pocket medical and pharmacy costs*
- *Funds can be rolled over annually, at employer's discretion, and accumulate for later use by employees*
- *Account is not portable for the employee – unused funds remain with the employer*
- *Tax advantages for employer and employee*
- *May be combined with an MVP Flexible Spending Account (FSA)*

**To learn more call your Broker or your MVP Sales Representative at
1-800-TALK-MVP**