



HEALTH REIMBURSEMENT ARRANGEMENT – Partial Self-Funding

Advantage Administrators HRA Solution– An Affordable Option When Insurance Costs Get Out of Reach

As healthcare and insurance costs skyrocket, you must be constantly on the lookout for healthcare options that help you and your employees contain costs and increase your focus on wellness. Health Reimbursement Arrangements (HRAs) provide an effective way for your business to reduce its employee health care costs without reducing employee benefits. If you're looking to change or expand your employee healthcare options, Advantage Administrators has your HRA solution. By offering Advantage Administrators solutions to your employees, you can better manage health insurance costs, offer greater depth and flexibility in your benefits packages, and promote healthy lifestyles.

What is Partial Self Funding?

The employer usually purchases a lower premium, higher deductible health plan. The employer then partial self-funds the account to a lower deductible, out-of-pocket maximum or other plan design. The employer receives a savings on their premium versus a regularly priced plan at the same benefit level. A portion of those savings are then used to help cover employee's medical expenses. Advantage Administrators receives the insurance carrier's Explanation of Benefits (EOB), and then issues a second EOB that explains the employee's actual financial responsibility and releases payment if necessary based on the plan design. After the payment amount is determined, Advantage Administrators will then request the necessary funds from the employer. This type of account MUST be set up in conjunction with group insurance.

Benefits for Your Organization:

- Save money with lower insurance premiums for employees with high deductible health plans
- Only pay on claims once participants have reached the pre-set deductible or out-of-pocket amount
- Save administrative time with an HRA solution that handles all HRA plan designs, including deductible, coinsurance, and copayment design options
- Offer flexible benefit options to meet every situation with the ability to stack HRAs with FSAs to:
 - cover more expenses
 - customize eligible expenses, deductible and reimbursement amounts per enrollee and/or family member
 - vary your contribution amounts based on your employees' qualifying tiers
- Reimbursements made directly to participants or the provider
- Save money on FICA taxes by offering an HRA solution to employees

Benefits for Your Employees:

- Recognize significant tax savings with pre-tax deductible contributions and tax free distributions used for qualified plan expenses
- Receive a health insurance plan that looks like a low deductible plan, but at the high deductible plan premium.
- Ease of claims submission through direct claims feed from insurance carriers.
- Enjoy secure access to accounts using a convenient Consumer Portal available 24/7/365
- Identify tax savings during the easy, online enrollment process
- Get one-click answers to your benefits questions
- Protect the environment by using paperless summaries available online

Call or contact us to see how we can help
1-800-383-1623
www.AdvantageAdmin.com

