

Health Reimbursement Arrangement (HRA)



Benefit Resource: an Inspira Financial Solution (BRI) knows there are numerous pressures to cut costs while still providing comprehensive healthcare solutions. HRAs provide variety that can complement your total healthcare benefits strategy, including compatibility with other pre-tax benefits and maximizing savings for employers and employees.

Why Choose BRI for your Health Reimbursement Arrangement (HRA)?

Expertise with “plans by design”

HRAs are commonly referred to as “plans by design.” This can make them complicated to understand, implement, and manage. With key personnel at BRI averaging more than 15 years of industry experience and an average tenure of nearly 10 years, you know you will be receiving knowledgeable plan administration.

We guide you through choosing the best option for optimized cost containment and employee savings, including the different types of HRAs that can be supported. Common configuration choices include:

- Design your HRA to be HSA-compatible. Choose from a limited HRA, post-deductible HRA or even a limited post-deductible HRA.
- Leverage your HRA to manage out-of pocket costs. Whether you are looking to pay a percentage of expenses, or limit reimbursement to specific expense categories, BRI has flexible options available.
- Use a deductible HRA to encourage employee engagement.
- Consider rollover options to support long-term behavior change objectives.

Clients receive customized Plan Highlights which illustrate eligibility requirements, eligible expense restrictions, and other specific configurations.

The basics

- Created under Internal Revenue Code (IRC) Section 105(h), HRAs allow employers to set aside tax-free funds which employees use to pay for eligible medical expenses not covered by insurance. Employees don’t contribute.
- HRAs must typically be integrated with a comprehensive health plan, a requirement introduced under the Affordable Care Act. The plans selected by employers to pair with an HRA often have lower premiums. This allows employers to offer an HRA to assist with out-of-pocket expenses.
- While HRAs have certain regulatory requirements, employers set many of the specific rules. HRAs can even rollover, allowing employees to plan for the future.

Ongoing employee education

It can be difficult to educate employees on how an HRA operates. Custom communication which packages the HRA with your integrated health plan is often essential. Whether it is providing templates that can be customized with your specific plan information, supporting the review of fully custom materials, or aiding in educational training efforts, BRI is committed to educating employees on how to make the most out of their accounts.



Experts you can trust

Each employer is assigned a dedicated specialist to be your point-of-contact for direct answers and expertise. Our pre-tax certified staff ensures your plans comply with federal regulations and take advantage of all possible benefits.

Your specialist is backed by other BRI team members who work with you to ensure you receive personalized, white-glove service.

Better technology for a better experience

The Beniversal® Prepaid Mastercard® provides convenience and compliance to many HRAs. If permitted with your plan design, the Beniversal Card can be used to pay for eligible medical expenses at point-of-sale, online, or through prescription mail order programs.

Sophisticated auto-adjudication logic is used to minimize the need for paperwork and receipts. Additionally, cards can be connected to digital wallets such as Google Pay®, Apple Pay®, and Samsung Pay® to enable contactless payments.

If you offer other benefit accounts such as FSA, HSA, or commuter benefits, participants can conveniently access all benefits from a single card.

Quick, knowledgeable support

Our expertly trained Participant Services team ensures that participants receive in-depth knowledge and expertise regarding their accounts, IRS regulations, available features, and more. They are available to assist with questions by phone, email and live chat. Both English- and Spanish-speaking representatives are available.

Convenient tools for managing accounts

BRIWEB: Our secure online portal provides employer and participant logins for managing accounts, viewing balances and reports, and accessing valuable resources. Contact us to schedule a demo.

BRIMOBILE: On-the-go account access makes it easy for employees to view balances, review transactions, and submit claims. BRIMOBILE is available from the Apple App Store or Google Play.

BRIALERTS: Participants can opt-in to receive real-time alerts via email or text for balance and transaction activity.

Note: Standard text messaging rates from the wireless service provider may apply.

⇒ Get started

BRI is an Inspira Financial Solution, a trusted provider of health, wealth, retirement, and benefits solutions that strengthen and simplify the health and wealth journey. For more information, contact your local Sales Executive or visit benefitresource.com