



An independent licensee of the Blue Cross and Blue Shield Association

FlexShare Benefits

Health Reimbursement Arrangement (HRA)

- Employer sponsored plan with non taxable benefits funded by the Employer.
- Consumer Driven Health Plans may be designed to combine a high deductible health plan with a Health Reimbursement Arrangement to save premiums and reduce healthcare costs.
- By choosing a benefit design for your HRA and insurance plan, you may be increasing your benefits to your employees at a lower cost.
- Employees will appreciate the flexibility and choice provided by a HRA option. It allows you to enhance your benefit program and is a valuable recruiting tool.
- You save taxes on the HRA. Contributions to a HRA are tax free and so are the reimbursements to employees for eligible expenses.
- HRAs are fully funded by the Employer to pay for eligible medical expenses on behalf of the Employee.
- Employer designs the HRA to compliment a higher deductible health plan. Eligible expenses may include deductibles, coinsurance, co-pay, vision, dental, prescription drugs, over the counter eligible medical expenses. It may be designed to include all eligible expenses or limited to include deductibles.
- HRA funds may be made available at the beginning of the plan year or prorated throughout the plan year. By design, the money is available for reimbursement as it is contributed to the plan.
- HRA funds may roll over from year to year or may be limited from one year to the next. Rollover limits are set by the employer.

FlexShare Benefits offers HRAs and much more!

- Plan Consulting and Design
- Employer access to review and monitor Plan
- Plan Setup includes enrollment, plan documents and employee meetings
- Consumer portal to view account status, upload claims, update personal information and much more
- Daily claims processing
- Annual plan compliance with all regulatory agencies, including discrimination testing
- Account balancing

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