



Are you having trouble understanding your HRA reports?

Here's a listing of some of the common terms and abbreviations you may see on the reports you receive periodically from Benefits Design Group Inc. during the course of the administration of your Section 105 Health Reimbursement Arrangement (HRA).

USEFUL TERMS

DED – refers to the amount the employee must meet before the employer would begin paying on claims. Any dollar amounts posted to this category in the YTD deposit column of the Account Activity Summary report means that the participant has submitted claims that have been tracked as part of what they are required to incur before the HRA will begin reimbursing expenses. These amounts are not part of the employer expense.

DED1 – refers to a separate deductible set up within the same HRA plan. For example, this category code would be used if your employees must incur \$500.00 of expenses that have been applied to health plan deductible and a separate deductible for prescriptions. The health insurance deductible would be referred to with the DED and the separate prescription deductible would be tracked under DED1. Any dollar amounts posted to this category in the YTD deposit column of the Account Activity Summary report means that the participant has submitted claims that have been tracked as part of what they are required to incur before the HRA will begin reimbursing expenses. These amounts are not part of the employer expense.

EOB – Explanation Of Benefits is provided by the insurance company after they have processed qualified services and have applied the charges according to the schedule of coverage set up under the insurance contract. Most HRA plans require this type of proof be submitted with the Request for Reimbursement form for processing. If a HRA participant fails to submit the EOB with their request, a letter will be sent to the employee requesting this information.

HRA Deductible – Amount of charges that the HRA participant must incur before the HRA will begin reimbursing.

MED – refers to the amount reimbursed by the HRA Plan once the HRA deductible(s) are satisfied (if applicable). Any dollar amounts posted to this category in the YTD deposit column of the Account Activity Summary report means that the participant has submitted claims that have been reimbursed under the terms of the HRA Plan. These amounts are considered an employer expense.

(continued)

USEFUL TERMS (cont.)

MED2 – refers to a specific category to be reimbursed for example health insurance deductibles once met would be reimbursed under the MED category with a separate MED2 category for prescriptions to be reimbursed once the deductibles are satisfied if applicable. Any dollar amounts posted to this category in the YTD deposit column of the Account Activity Summary report means that the participant has submitted claims that have been reimbursed under the terms of the HRA Plan. These amounts are considered an employer expense.

MED3 – refers to an account that has a maximum payout either per month or to be reimbursed up to the employees account balance. Any dollar amounts posted to this category in the YTD deposit column of the Account Activity Summary report means that the participant has submitted claims that have been reimbursed under the terms of the HRA Plan. These amounts are considered an employer expense.

MED4 – refers to the limited purpose medical expenses to be reimbursed by the HRA Plan. This category would be used in connection with a HSA compatible insurance plan. The reimbursements are limited to Dental, Vision and Preventative Care expenses, so that the HRA participant can also participate in a Health Savings Account (HSA).

HRA REPORTS

Account Activity Summary- this report is shows the total possible reimbursements (plan maximum), total tracked and posted claims (YTD deposit), total claims reimbursed (payments) for the HRA plan. This report is sent to an employer with each HRA reimbursement process.

Check Register- this report identifies all the HRA participants who will receive a reimbursement for a processing period. This report is sent to an employer with each HRA reimbursement process.

Deposit Confirmation Report – this report shows the amounts that were actually posted to each employees account that submitted claims within this processing period. This report is sent to an employer with each HRA reimbursement process.

Pending Deposit Report – this report is generated by Benefits Design Group to show the amounts submitted and applied toward the employee's deductible under DED or DED1. This report will also show the amount under MED, MED2, MED3 or MED4 that the employer would need to remit in order to pay out the claims that are eligible for payment. This report is sent to an employer with each HRA reimbursement process.

Please feel free to contact our offices at (800) 554-7213 or (800) 342-8235 toll free, (608) 781-2159 locally if you have any questions or concerns.