

Standard HRA 101

The basics to know



What is a Standard Health Reimbursement Arrangement (HRA)?

A Standard HRA is an employer-sponsored benefit that typically covers a broad range of medical, dental, and vision expenses your health insurance plan may not cover, such as co-payments, deductibles, and OTC products.

It is intended to help cover qualified out-of-pocket costs that are otherwise not typically covered under a group health plan.

Value of Standard HRAs



Free money to help with healthcare costs

The account is completely funded by your employer, as employee contributions are not permitted.



Tax-advantaged reimbursements

Receive tax-free HRA reimbursements for eligible expenses; employer contributions do not add towards taxable income.



Reduces the overall costs before your deductible

Your Standard HRA can cover the out-of-pocket costs incurred before your insurance coverage kicks in.

Qualified expenses

Although it varies by the plan design of your organization, most Standard HRAs cover the traditional 213(d) list of medical expenses set by the IRS. Ask your Benefits Administrator what expenses qualify for you.

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|--------------------|---------------------|
| ✓ Deductibles | ✓ CT scans / X-Rays |
| ✓ Co-payments | ✓ Dentist |
| ✓ Physical therapy | ✓ OTC products |
| ✓ Lab work | ✓ And more |

Access the list of qualified expenses by visiting livelyme.com/whats-eligible. Our comprehensive lists are always up-to-date with information from the IRS.



Eligibility, rules, and restrictions

- **You must have a qualifying group health plan**

In order to qualify for a Standard HRA, you must be enrolled in a qualifying group health plan, which is typically one that provides comprehensive medical coverage.

- **“Use it or lose it” funds**

Because HRA funds are not required to rollover to the next plan year, unused funds will likely revert back to your employer. Your employer may offer carryover options or extension periods. Speak to your Benefits Administrator to learn about the options for your plan.

- **Health Savings Account (HSA) compatibility**

Per IRS guidelines, you and/or eligible dependents cannot enroll in a Standard HRA and contribute to an HSA in the same plan year. However, if you are a current HSA account holder, you may continue to request reimbursements from your HSA.

How accessing funds works

1 Employer allocates funds

Your organization determines when and how much to allocate to your HRA at the start of the plan.

You can access your HRA funds as soon as your employer confirms that funds have been allocated.

Unlike a Post-Deductible HRA, a Standard HRA does not have an out-of-pocket requirement before funds can be accessed.

2 Pay for eligible expenses

Pay for eligible expenses with your Lively debit card (if applicable); or, out-of-pocket and then pay yourself back from your HRA by submitting a reimbursement claim through your Lively account.

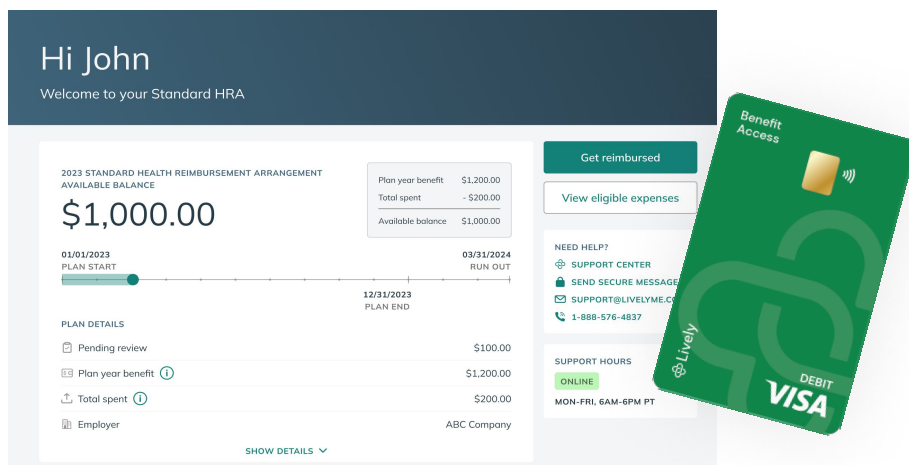
Remember, eligible expenses must be incurred within the HRA plan term.

You'll need to show an expense receipt for the eligible expense.

3 Get reimbursed from your HRA

Lively will promptly review your claim within 2-3 business days.

Once approved, you will be reimbursed directly to your linked bank account if you paid out-of-pocket.



Have questions?

We're here to help. Email or call Lively for responsive assistance.

Reach a team of experts Monday–Friday, 6:00 am – 6:00 pm PT by emailing support@livelyme.com or calling 1-888-576-4837.

