

Five Colleges, Incorporated Health Reimbursement Account (HRA) Information

Five Colleges, Inc. currently offers health plans that have a deductible of \$2,500 for individuals and \$5,000 for families.

To assist employees and their family members, Five Colleges has implemented a **Health Reimbursement Account (HRA)** to cover the first half of the deductible costs: \$1,250 for those with individual plans and \$2,500 for those with two-party and family plans.

An HRA plan is similar to the Healthcare Flexible Savings Account (FSA) that Five Colleges offers. However, an HRA uses *employer*-funded dollars while the FSA uses *employee*-funded dollars.

Employees can use the HRA to apply to the first half of deductible costs. Employees can use FSA funds to apply to the rest of the deductible and for those medical costs not included in the deductible. The attached sheet shows how these deductibles work.

In addition, the health plans include a medical and prescription out-of-pocket maximum. These maximums include all deductible dollars and copay dollars, including those paid by employees/dependents and by the Five Colleges HRA.

The HRA offered by Five Colleges is administered by American Benefits Group (ABG). ABG receives quarterly "feeds" from Harvard Pilgrim Health Care for medical expenses classified as "deductibles" that are eligible for reimbursement through FCI's HRA. Employees are not required to submit reimbursement requests themselves. All reimbursements must be done via direct deposit only.

To receive reimbursements:

- Log into ABG WealthCare Portal (americanbenefitsgroup.wealthcareportal.com)
- Once you are signed in, in the upper left-hand corner, go to Menu > Claims > Reimbursement Settings.
- Click on 'edit' to enter the required information. Please review the routing and account number for accuracy before clicking save.
- The account will then need to be validated, which will require action from you. An email will notify you that two micro deposits have gone to your bank account on file.
- You will need to validate your bank account by providing the exact amounts of the two micro deposits and one debit. This process generally takes 1-2 business days and could take place on two different days. Please be sure to follow the emails regarding validating your account.

How the Health Reimbursement Account (HRA) works with the deductible

Five Colleges funds a Health Reimbursement Account (an HRA) that pays DEDUCTIBLE expenses only: the first \$1,250 for individual plans, and the first \$2,500 for family tiers. Employees (health plan members) must first pay the deductible expenses themselves; American Benefits Group then automatically processes reimbursements. Plan members are expected to set up direct deposit with American Benefits Group.

Below are examples of expenses that are eligible and ineligible for reimbursement under the HRA. These are merely examples, not exhaustive lists. The Schedule of Benefits is the official source of information and should be referenced for all cost-sharing information.

EXPENSES ELIGIBLE FOR REIMBURSEMENT

Here are examples of payments that require a deductible and would be eligible for reimbursement under the HRA.

Examples of payments that go toward the deductible (paid by member) and then cost \$0 after deductible is reached*:

- Emergency ambulance transport
- Chemo and radiation
- Dialysis
- Home health care
- Hospice outpatient
- Medical drugs that cannot be self-administered (some may fall under pharmacy benefit)
- Office based treatments/procedures, such as injections, casting, suturing, genetic counseling, non-routine foot care, and surgical procedures

Examples of payments that go toward the deductible (paid by member) and then copay applies after deductible reached:

- Diagnostic labs - \$45 copay after deductible (Flex provider labs are covered in full)
- Acute hospital care - \$250 copay after deductible
- Mental health and substance use disorder inpatient - \$250 copay after deductible

Examples of payments that go toward the deductible (paid by member) and then co-insurance (generally 20%) applies after deductible is reached:

- Durable medical equipment
- Hearing aids (up to age 22)
- Ostomy supplies
- Prosthetic devices

EXPENSES NOT ELIGIBLE FOR REIMBURSEMENT

Here are examples of payments that are not eligible for reimbursement under the HRA.

Payments that do not count toward the deductible and must be made every time:

- Emergency room visit - \$300 copay per visit
- Outpatient group therapy - \$10 copay per visit, after the first visit
- Speech-language and hearing services in a physician's office or non-hospital affiliated facility - \$25 copay per visit
- Routine eye exam - \$25 copay per visit

Payments for preventive care that is 100% covered by the plan

- Annual checkup with your primary care provider
- Preventive services and tests
- Immunizations
- Routine outpatient prenatal and postpartum care
- Wellness/fitness reimbursement (annual \$\$ limit applies)
- Weight management programs (annual \$\$ limit applies)

** Benefits differ for PPO plan members receiving out-of-network care.*