# KNOW THE FACTS:
## HEALTH REIMBURSEMENT ACCOUNT (HRA)

(Previously known as the Health Incentive Account or HIA)

### How It Works

- ✔ **If you enroll in the Stanford Health Care Alliance Plan (SHCA) or Kaiser Permanente HMO Plan, or if you're enrolled in the Aetna Choice POS II Plan and are not eligible for the Health Savings Account (HSA)**, and you participate in the *HealthySteps to Wellness* program, any wellness incentive dollars you earn will be deposited into an HRA that will be set up on your behalf at HealthEquity. No action is required on your part—your HRA will be opened for you after HealthEquity receives your earned wellness dollars from the Hospital.
- ✔ **Build your account balance.** Each year, your HRA account balance resets to $0. You can earn contributions to your HRA by completing eligible wellness activities through the *HealthySteps to Wellness* program. The wellness incentive period runs from January 1 through September 30.
- ✔ **Use your HRA money** to help pay for eligible medical, dental and vision expenses incurred on or before December 31, 2018. Money in your HRA does not roll over at the end of the year, so you must use all of your HRA money during 2018. See the full list of eligible expenses at **https://learn.healthequity.com/shclpch/qme**.
- ✔ **You won't receive a debit card for your HRA and you can't make your own contributions to this account.** When you'd like to use your HRA money to pay for eligible expenses during the year, you will need to keep your receipts and submit a claim for reimbursement to HealthEquity.

### Learn More

- ✔ **Compare the differences among the HRA, Health Savings Account (HSA) and Flexible Spending Account (FSA).** See page 2 of this document for more information about each of the plans.
- ✔ **Find out how you can earn wellness incentive dollars** by visiting the *HealthySteps to Wellness* program website at **http://wellness.healthysteps4u.org**.
- ✔ **Have questions?** Contact the HealthySteps Benefits Service Center at 855.278.7157 or visit the HealthEquity website at **http://learn.healthequity.com/shclpch**.

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| | Health Reimbursement Account (HRA) | Health Savings Account (HSA) | Health Care Flexible Spending Account (FSA) |
|---|---|---|---|
| **Eligibility is based on your medical plan enrollment** | Stanford Health Care Alliance Plan, Kaiser Permanente HMO Plan, or the Aetna Choice POS II Plan if you are not HSA-eligible | Aetna Choice POS II Plan | Stanford Health Care Alliance Plan, Kaiser Permanente HMO Plan, or the Aetna Choice POS II Plan if you are not HSA-eligible |
| **Your account is opened automatically for you** | Yes. Your HRA is opened after you've earned wellness incentive dollars and funds are deposited to HealthEquity based on the incentive payout schedule. | No, you must take action to open an HSA during Open Enrollment or to continue HSA contributions in 2018. | No, you must take action to open an FSA during Open Enrollment or to continue contributing to an FSA in 2018. |
| **You can make tax- free contributions** | No, you can't make contributions to an HRA. You will receive contributions from the Hospital when you earn incentive dollars from the *HealthySteps to Wellness* program. | Yes, you contribute pre-tax money up to the annual IRS limits for 2018:<br>• $3,450 for employee-only.<br>• $6,900 for you plus any dependents.<br>• An additional $1,000 if you're age 55 or older as of December 31, 2018.<br>• The Hospital will make contributions to your account when you earn incentive dollars from the *HealthySteps to Wellness* program.<br>• The IRS limits include any HSA contributions from the Hospital. | Yes, you contribute pre-tax money up to $2,600, the annual IRS limit for 2018.<br>The Hospitals do not contribute to this account. |
| **Your account balance can be used to pay for eligible health care expenses, annual deductible, prescription drugs, copays or coinsurance** | Yes | Yes | Yes |
| **Your account balance rolls over from year to year** | No. You must use any money contributed to your account before December 31, 2018. You must submit all claims incurred for the 2018 calendar year by March 15, 2019. | Yes | No. You must use any money you contribute to your account before December 31, 2018. You must submit all claims incurred for the 2018 calendar year by March 15, 2019. |
| **You can keep your balance if you retire or leave the Hospital** | No, your HRA balance is "use it or lose it," and must be used during the 2018 plan year. If you leave the Hospital, qualified expenses must be incurred by your termination date and must claims must be submitted no later than 90 days from your termination date, or your remaining account balance will be forfeited. | Yes, your unused balance rolls over from year to year. You own the balance in your account and take it with you, even into retirement. | No, your FSA balance is "use it or lose it," and must be used during the 2018 plan year. If you leave the Hospital, qualified expenses must be incurred by your termination date and must claims must be submitted no later than 90 days from your termination date, or your remaining account balance will be forfeited. |