Sentara Health Plans

Benefit plans with integrated HRAs

Sentara HRA links a higher-deductible health plan with a Health Reimbursement Arrangement (HRA). An HRA funding arrangement combines the control and cost-saving tools employers are seeking with the flexibility and protection employees need. With an HRA, employers commit funds to help employees pay their out-of-pocket costs for eligible healthcare expenses when medical services are needed. This allows the employer to better manage their health plan budget.

HRA funds are owned by the employer, who:

- Determines how much will be committed to the HRA
- Determines whether the first out-of-pocket expenses will be paid by the employee or the employer

The flexibility offered with HRA plans enables companies benefit offerings that best suit their benefit plan goals. HRAs have become popular with companies seeking to provide their employees with a broad range of benefits and control without raising costs or increasing out-of-pocket exposure.

Sentara HRA makes using your health plan easy

Sentara HRA plans offer a seamless, user-friendly experience that is simple and cost effective.

These plans include:

- Easy online enrollment into both the health plan and the HRA
- Paperless record-keeping—automatic population of claims into the HRA platform eliminates the need for paper receipts or claim forms
- Direct payment to providers for HRA-eligible expenses
- Online and telephone support to help members understand and manage the financial side of their plan
- Member access to online information to review eligible HRA claims, confirm any provider payments, and see HRA fund balances
- No account management fees or additional HRA administrative costs

To learn more, visit **sentarahealthplans.com**

What is an HRA?

Employers determine a set amount they are willing to spend for an HRA to help employees pay for eligible healthcare expenses, meet their deductible, and become more value conscious in their healthcare consumption. HRAs are typically combined with higher-deductible health plans that offer lower premiums. The fact that an HRA does not need to be pre-funded—expenses are paid as they are incurred—is a significant advantage as it optimizes cash flow and total expense for many companies.

Plan features:

- HRA plans are offered under the Vantage, Plus, and POS network platforms.
- There is no deductible for preventive care or screenings under all HRA plans.
- HRA plans have pharmacy options that offer a four-tier copayment benefit structure with pre-deductible and post-deductible options.

This page is intended to be an overview of the Sentara HRA health plans integrated with HealthEquity HRA offered to employer groups. Sentara Health Plans is a trade name of Sentara Health Plans, Sentara Health Insurance Company, Sentara Health Administration, Inc., and Sentara Behavioral Health Services, Inc. Sentara HRA PPO plans are underwritten by Sentara Health Insurance Company. Sentara Health Plans underwrites Sentara HRA HMO, POS, and mandated point of service plans. Self-funded group health plans are administered but not underwritten by Sentara Health Administration, Inc. All plans have benefits exclusions, limitations, and terms under which the plan may be continued in force or discontinued. For costs and complete details of coverage, please call your broker or sign in at sentarahealthplans.com. Employers and employees should consider consulting with a tax advisor when setting up or using an HRA.

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