



# BUSINESSPLANS

MYBENEFITSTATEMENTS | MYCAFETERIAPLAN | MYCOBRAPLAN

## Understanding Your Retiree Health Reimbursement Arrangement (RHRA)

**Wright State University**

**2020 Faculty Voluntary Retirement Plan (FVRP)**

# What's an HRA?

- A Health Reimbursement Arrangement (HRA) is an account funded by WSU that will reimburse you for tax-free eligible:
  - Medical, dental and vision expenses
  - After-tax medical premiums
    - Paid with after-tax dollars



# Who is eligible?

- Retirees enrolled in the 2020 FVRP
  - Retiree's spouse at time of retirement
  - Retiree's dependent child(ren) at time of retirement
    - Under the age of 27

# What are eligible expenses?

- **Eligible expenses are determined by IRS:**
  - **IRS Code Section 213(d)**
- Examples of eligible expenses for Medical, dental and vision include:
  - Co-pays, deductibles, coinsurance
  - Prescription drugs
  - Prescription glasses and sunglasses, Lasik eye surgery
  - Dental exams, fillings, oral surgery, dentures
  - Hearing aids
- Examples of eligible insurance premiums:
  - Paid with after-tax dollars
    - COBRA, STRS, OPERS and Medicare Premiums

# What are ineligible expenses?

- **Ineligible expenses are determined by IRS:**
  - IRS Code Section 213(d)
- Cosmetic surgery and procedures
  - Teeth whitening, varicose vein treatment, etc.
- Over-the-counter medicines and drugs
  - Potentially eligible with prescription (i.e. aspirin, allergy and cold medication)
- Athletic club memberships
- Weight loss programs
- Premiums paid with pre-tax dollars

# When will funds be deposited?

- Participants will receive 3 deposits of \$5,000

1<sup>st</sup> By the end of the first month immediately following retirement.

2<sup>nd</sup> No later than the end of the 13<sup>th</sup> month immediately following retirement.

3<sup>rd</sup> No later than the end of the 25<sup>th</sup> month immediately following retirement.

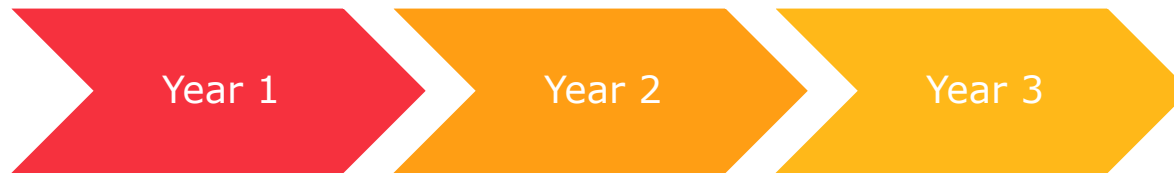


**Each retiree's HRA will be debited an annual admin fee of \$42 after each deposit (1<sup>st</sup>, 13<sup>th</sup>, 25<sup>th</sup> and 37<sup>th</sup> months).**

# HRA Timeline

- **Period of coverage:** When eligible medical expenses can be incurred.

3 years from the retiree's effective date of coverage in the plan.



- **Run-Out period:** 3 months to begin immediately after the last day of the period of coverage.

-  **Funds will automatically rollover in years 1, 2 and 3. Any funds left after the run-out period will be forfeited.**

# Example: *Sue Young*



Sue Young

- Enrolled in WSU's 2020 FVRP.
- Retirement: *July 1, 2020*

- Sue's HRA will be opened by July 1, 2020 and her annual contributions will be deposited as follows:
  - 1<sup>st</sup> \$5,000 by July 31, 2020
  - 2<sup>nd</sup> \$5,000 by July 31, 2021
  - 3<sup>rd</sup> \$5,000 by July 31, 2022
- **Period of Coverage: *July 1, 2020 – June 30, 2023***
  - When eligible medical expenses can be incurred.
- **Run-Out Period: *3 months following June 30, 2023***
  - Final claim submission for expenses incurred during Period of Coverage.
- **All funds remaining on *September 30, 2023* will be forfeited.**



# How to file a claim?

## Along with an HRA reimbursement form, you must submit:

Itemized statement from provider or Explanation of Benefits (EOB) from insurance

- Per IRS regulations, all documentation must include:
  - ✓ Provider Name
  - ✓ Patient Name
  - ✓ Date of Service
  - ✓ Description of Service
  - ✓ Amount

Register receipt for prescription drugs

Insurance premium bill for premium reimbursement

- **COBRA participants** - When submitting premium payments to Chard-Snyder, WSU's COBRA vendor, enclose payment statement.
- **Medicare participants** - Submit a copy of your Medicare enrollment letter with your RHRA claim form.
- **OPERS/STRS** - Submit a copy of your direct deposit stub.

# Claim Submission

- Submit eligible claims through:
  - Your online account at [myCafeteriaPlan.com](http://myCafeteriaPlan.com)
  - myCafeteriaPlan On-the-Go™ Mobile App
  - Fax
  - Mail
- Include documentation:
  - Per IRS Regulations, all documentation must include:
    - Provider Name
    - Patient Name
    - Date of Service
    - Description of Service
    - Amount Charged

# Beneficiaries

- In the event of your death, the account will be transferred to your enrolled dependents.
- Any outstanding and/or future contributions will be deposited into the beneficiary's account.
- Beneficiary participation will continue until the end of the period of coverage and include the 3 month run-out period.

# How do I enroll?

- HR will enroll your eligible dependents as provided by you on the dependent enrollment form.
- myCafeteriaPlan will send you an electronic *Welcome Letter*.
  - Website
  - Online account
  - Mobile App
  - How to file a claim
  - Mandatory direct deposit

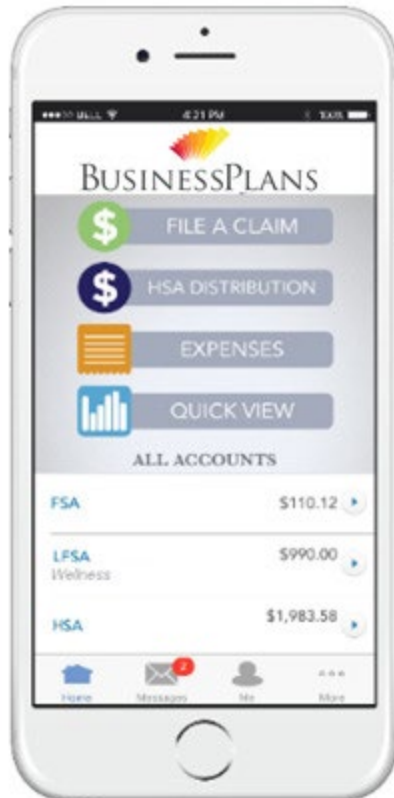
# Get Started: myCafeteriaPlan.com

- Go to [www.myCafeteriaPlan.com](http://www.myCafeteriaPlan.com)
- Click on “ Participant Login”
- Click the link under New User to set up your account

The screenshot shows the homepage of myCafeteriaPlan. At the top, there is a navigation bar with a logo on the left and two buttons: "Participant Login" (orange) and "Employer Login" (green). Below the buttons is a phone number: "Sales: (800) 865-6543". A horizontal menu contains links for "Employee", "Employer", "Broker-Consultant", "Resources", "About", and "Contact", followed by a search icon. The main content area features a large image of a man and a young child looking at a tablet. Overlaid on the image is the text "myCafeteriaPlan" in a large font, followed by a sub-headline: "Offer your employees more with customized reimbursement plans and exceptional benefits management service at a cost competitive rate." A white button with the text "Request a Quote" and a right-pointing arrow is positioned in the bottom right corner of the image. At the bottom of the page, there is a tagline: "App, Snap, & Done!™ - Access your plan with the myCafeteria On-The-Go App".

# Download the Mobile App

myCafeteriaPlan On-the-Go™ Mobile App provides you with seamless account access since it is an extension of the Consumer Portal – and doesn't require you to setup any additional credentials. The myCafeteriaPlan On-the-Go™ Mobile App provides time-saving options for you too:



- » Submitted Claims
- » Link to claim details
- » Check available balance
- » Add documentation through the Tasks Section

# Next Steps!

- Review your *Welcome Letter* from myCafeteriaPlan
- Visit [www.mycafeteriaplan.com](http://www.mycafeteriaplan.com)
- View your online account
- Check your profile information on your account
- Sign up for direct deposit via [www.mycafeteriaplan.com](http://www.mycafeteriaplan.com)
- Download the Mobile App myCafeteriaPlan On-the-Go™

# Questions??

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# Thank you!

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