

# Health Reimbursement Arrangements (HRA): 2024-2025

NBS July 1, 2024 through June 30, 2025

Southern Utah University, has established a Health Reimbursement Arrangement "HRA Plan" to help you pay for your out-of-pocket medical expenses. The Plan is funded by Employer Contributions. No Employee Salary Deductions are allowed in this plan. If you received a reimbursement for an expense under the Plan, you cannot claim a Federal income tax credit or deduction on your return.

## When am I eligible to participate?

You must be enrolled in our group Qualifying High Deductible Health plan (QHDHP) or provide a signed statement that you are covered under a Qualifying High Deductible Health plan (QHDHP) in order to participate. Employees must provide proof that they are ineligible for the HSA in order to enroll in the HRA.

## Benefit

SUU shall make available to each Participant an Employer Contribution for the reimbursement of Qualifying Expenses. SUU will contribute a discretionary amount per pay period the amount will be determined at the beginning of each plan year.

**For the 2024 Plan year SUU will contribute:**

**Single Participant:** \$24.41 per pay period.

**2-Party and Family:** \$69.04 per pay period.

If the maximum Employer Contribution is not used in its entirety, unused amounts from prior Coverage Periods will be carried over to future Coverage Periods.

All Contributions will be pro-rated based on the Employee's eligibility date to join the plan.

## Qualified Expenses

The plan allows you to be reimbursed for certain out-of-pocket medical, dental and vision expenses which are incurred by you and your dependents. These would include drugs obtained through a prescription. The expenses, which qualify, are those permitted by Section 213 of the Internal Revenue Code. A list of some of the expenses that qualify is available from NBS.

## How Do I Recieved Reimbursements

During the course of the Coverage Period, you may submit requests for reimbursement of expenses you have incurred. NBS will provide you with acceptable forms for submitting these requests for reimbursement. In addition, you must submit to NBS proof of the expenses you have incurred and that they have not been paid by any other health plan coverage. If the request qualifies as a benefit or expense that the Plan has agreed to pay, you will receive a reimbursement payment soon thereafter. Remember, reimbursements made from the Plan are generally not subject to federal income tax or withholding. Nor are they subject to Social Security taxes. Expenses are considered "incurred" when the service is performed, not necessarily when it is paid for. You can get a claim form at [www.participant.nbsbenefits.com](http://www.participant.nbsbenefits.com) for reimbursement.

## NBS Flexcard – FSA Pre-paid MasterCard

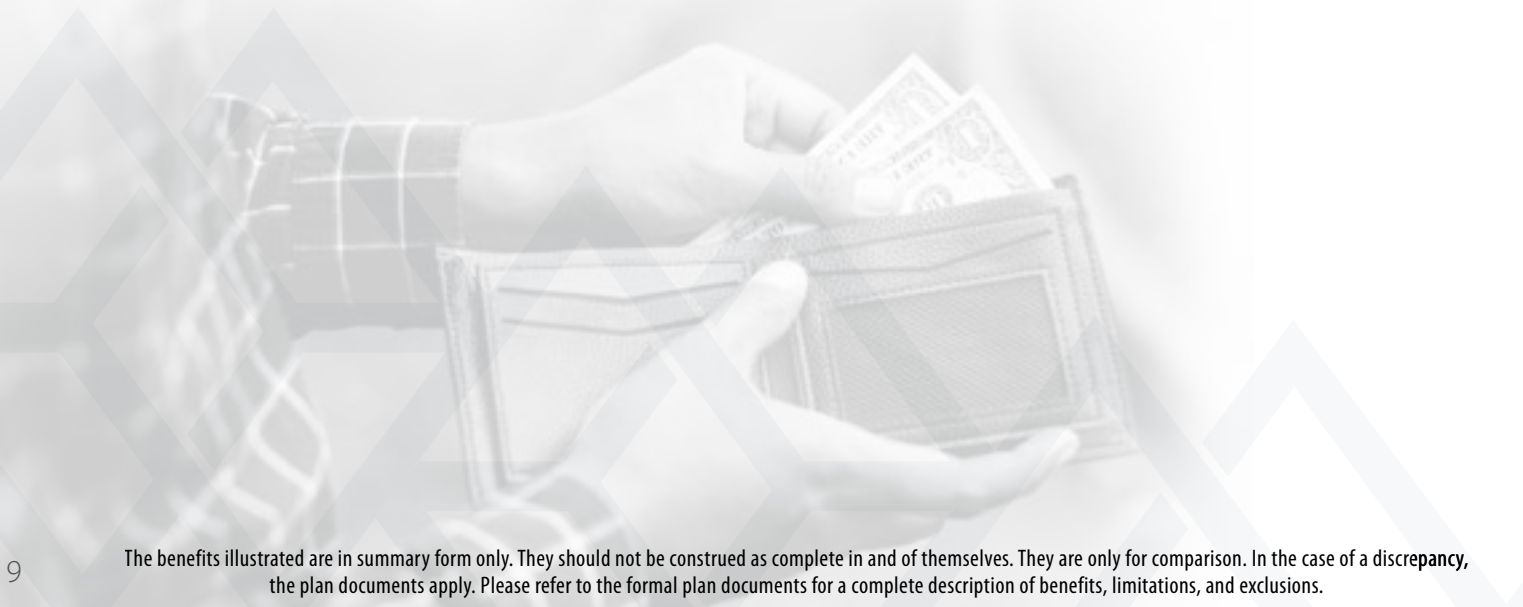
SUU may sponsor the use of the NBS Flexcard, making access to your flex dollars easier than ever. You may use the card to pay merchants or service providers that accept credit cards, so there is no need to pay cash up front then wait for reimbursement.

Terminated Employees can submit receipts for services, 30 days after their termination date and then a run out of 30 days after the end of the grace period. Any unused funds will be forfeited back to the company.

## General Plan Information

Coverage Period End: **June 30<sup>th</sup>**

Run-out Period: **30 Days**



The benefits illustrated are in summary form only. They should not be construed as complete in and of themselves. They are only for comparison. In the case of a discrepancy, the plan documents apply. Please refer to the formal plan documents for a complete description of benefits, limitations, and exclusions.