



Reminder: Changes to the Health Reimbursement Account (HRA)

*You are receiving this email as a reminder because you have a balance of \$1,000 or more in the **employer funded** Health Reimbursement Account (HRA) through Baylor Scott & White Health.*

In support of our ongoing commitment to Affordability, we regularly review our benefit offerings and how they are administered. We've seen a recent decline in usage of the HRA accounts, but continue to pay administrative fees.

As a result, we have decided to slowly phase out the HRA by end of calendar year 2020. We wanted to provide an advanced notice to ensure a minimal impact to you. The account will phase out in two steps:

- 1. Beginning Jan. 1, 2020:** A \$1,000 rollover maximum will go into effect, and any employer funds above that amount will be forfeited.
- 2. Effective Dec. 31, 2020:** The account will close, and any employer funds remaining will be forfeited.

See below for additional context behind the change.

- The HRA accounts were originally designed to offset expenses incurred in the high-deductible HRA medical plan. We eliminated the HRA medical plan at the start of 2019 and replaced it with the SEQA and EQA health plans. At that time, the HRA spending account was inactivated, meaning no new money was added but existing funds could continue to be used.
- Because the new SEQA and EQA plans offer very affordable coverage – with either no deductible or a very low deductible for a limited number of services – individuals have not needed to use their HRA dollars as frequently.
- In addition, although the overall need to spend HRA funds has decreased, we continue to pay administrative fees for underutilized accounts.

Keep in mind, the remaining funds will be available to use for eligible Tier 1 expenses (i.e. copay, deductible, coinsurance) and non-Tier 1 urgent and emergency care copays for dates of service through Dec. 31, 2020. As you receive care from eligible providers, the plan will automatically pay the provider on your behalf.

View your balance by logging into your [Scott & White Health Plan HRA member portal](#).

Questions and Support: Submit questions online at [MyPeoplePlace.com > Request Help](#). Refer to the [PeoplePlace Information Center](#) for resources.

Distribution notes: This email was sent to employees with a balance in the employer funded Health Reimbursement Account (HRA) through Baylor Scott & White Health.