

Health Reimbursement Account

The Health Reimbursement Account (HRA) is an account for those enrolled in the Active Health Option. This account consists of **company** money contributed for your use.

Use your HRA to pay for eligible medical expenses under the Active Health Option, including your deductible. This means less money out of your own pocket to cover medical expenses for you and your dependents.

If you leave New York Life, you cannot take your HRA balance with you.

Keep in mind, your HRA can be used **only** for covered medical expenses; you cannot use this account for prescription drug, dental, vision, or other types of health care expenses that are not covered under the Active Health Option.

Can I use the HRA for any type of health care expenses? 

Here are more details about how the HRA works:

- Consumer dollars if you're eligible will be available in your account on January 1*.
- If you don't use your entire balance during the year, the amount remaining in your HRA will be rolled over to the next year.
- You use the PayFlex system to pay eligible medical expenses from your HRA.
- If you enroll in the FSA for Health Care, funds from your FSA will be used to pay medical expenses first. *You must use your entire FSA before you will have access to your HRA balance.* So, if you submit a claim online or use your PayFlex debit card to pay for an expense or service, all the money you elected for the year for your FSA will be used *before* any money can be deducted from your HRA.

Using your HRA funds just got easier!

View your health plan activity and pay any balance due directly from your PayFlex account. Your Aetna claims are now directly linked to your PayFlex account. Plus, create an account and complete your notification preferences (go to Account Settings, then Account Notifications) to receive \$50 in health incentive dollars.

*If you are a newly contracted agent, consumer dollars are available once you enroll.

Meet Peter – see how he takes advantage of his HRA...

Peter is married with one son and is a 1st prior class agent at New York Life. He is enrolled in family coverage in the Active Health Option, so he has the advantage of an HRA. He chooses not to enroll in the FSA for Health Care.

New York Life contributes \$600 in consumer dollars to his HRA. Peter completes the online Compass health assessment questionnaire in 2018, and learns more about his health status. He follows up by completing one of the online Journeys based on his assessment results, and registers for both PayFlex and Teladoc. In addition, his spouse gets an annual physical, registers for Teladoc, and completes the online Compass health assessment questionnaire. These activities give Peter and his spouse an additional \$600 in health incentive dollars in his HRA. Here's how his HRA contributions add up.

HRA contributions	Amounts
Consumer dollars	\$600 based on his class
Health incentive dollars	Completed the online Compass health assessment questionnaire (Peter and his spouse): \$300 Completed one of the online Journeys (Peter): \$50 Received an annual physical (Peter's spouse): \$150 Created an account with PayFlex* (Peter): \$50 Created an account with Teladoc (Peter and his spouse): \$100
Peter's HRA total	\$1,250

*The PayFlex incentive is only available to agents - not spouses.

Peter's son wakes up in the middle of the night with a fever. Rather than wait for the morning to go to an urgent care center, Peter decides to use his Teladoc account to talk with a doctor right away, which costs Peter \$40.

To cover this expense, Peter can either:

- Use the funds in his HRA to cover the cost of the Teladoc services, or
- Pay the \$40 out of his own pocket.

Remember, had Peter chosen to contribute to an FSA for Health Care, he would have had to use those funds first, before he could access money in his HRA.

Given his choices, Peter decides to use the funds in his HRA to pay for the Teladoc services – paying nothing out of his own pocket.

Deductible	\$3,200
Amount Peter chooses to pay from his HRA for the Teladoc services	\$40
Amount Peter has left in his HRA to pay future eligible expenses	\$1,210



Learn about the different ways to access funds in your HRA or FSA to cover eligible claims by viewing the **PayFlex infographic**.