



The Harrison Group, Inc.

IN FOCUS: How Health Reimbursement Arrangements (HRAs) Deliver Substantial Cost Savings

The rising cost of health insurance has forced many businesses to search for alternatives to traditional group health insurance. Now more importantly than ever, companies are turning to [HRAs](#) as the solution to rising premiums. Among the many benefits a company can realize by offering an HRA to your employees:

- Allows organization to decrease premiums while minimizing the impact of employees
- Allows for employer contributions, but not employee contributions
- Employee balances can be rolled over to subsequent years if the employer chooses to allow this
- Reimbursable costs are very flexible to permit an employee to minimize group insurance costs
- Employers may discover that employees may be selective with their medical selections and seek lower-price alternatives due to their sharing in the cost of health care services

HRAs may be designed in many ways to suit the specific needs of employer and employees alike. It is one of the most flexible types of employee benefits plans, making it very attractive to most employers.

How The Harrison Group Can Help

The Harrison Group minimizes much of the employer's responsibility associated with administering an HRA by receiving and processing claims. Employers are also given the option to either issue reimbursement checks themselves or have The Harrison Group issue checks to employees.

The Harrison Group's in-house staff assists employers in all aspects of implementing individually-tailored HRA plans, including:

- Plan Design Services
- Plan Document Preparation
- Employee Account Administration
- CMS Reporting

*To learn more about HRAs and the many benefits associated with offering them to your employees, call The Harrison Group President, Rich Miller at **610-853-9075** or rmiller@theharrisingrouponline.com.*

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10/24/12