



My SmartCare: BCC's HRA Administration

Never have employers paid such close attention to the cost and perceived value of their employee benefit package. High taxes, dramatically increasing benefit costs and employees' diverse needs have employers clamoring for benefit solutions that save money while satisfying employee demands.

To accomplish these objectives, BCC has designed an HRA program, through Internal Revenue Service (IRS) Code Sections 105 — known as Health Reimbursement Arrangements — whereby certain eligible expenses may be paid with tax free dollars rather than after-tax dollars. In short, reimbursement accounts are one of the most innovative alternatives in providing benefit programs today.

EMPLOYER ADVANTAGES

1. Provides a means for your organization to take advantage of current tax laws, resulting in real savings of benefit dollars
2. Offers a vehicle for employees to pay for certain eligible expenses with tax free dollars without changing either the quality or quantity of service
3. Fosters greater employee appreciation for the overall employee benefit program that you are providing

CONDITIONS

- The employer chooses the maximum contribution annually and there is no additional contribution allowance
- Only employers may contribute to the account
- Reimbursements are tax deductible for the employer, and tax free to the participant
- The employer determines if rollover of unused funds is allowed, and if so, the cap on a rollover amount
- The employer determines the options for funds remaining at the end of the Plan Year
- The employer can set a filing deadline provision to allow participants to submit claims after the Plan Year ends
- A Summary of Benefits & Coverage is required
- Participants must provide substantiation of claims when requested by BCC
- Funds may be used for the employee and any tax dependent(s)

ALLOWABLE EXPENSES

HRA funds can be used for reimbursement of IRS qualified medical eligible expenses (i.e. premiums, deductibles, office visits, prescription drugs, lab work, surgery, hospitalization, etc.).

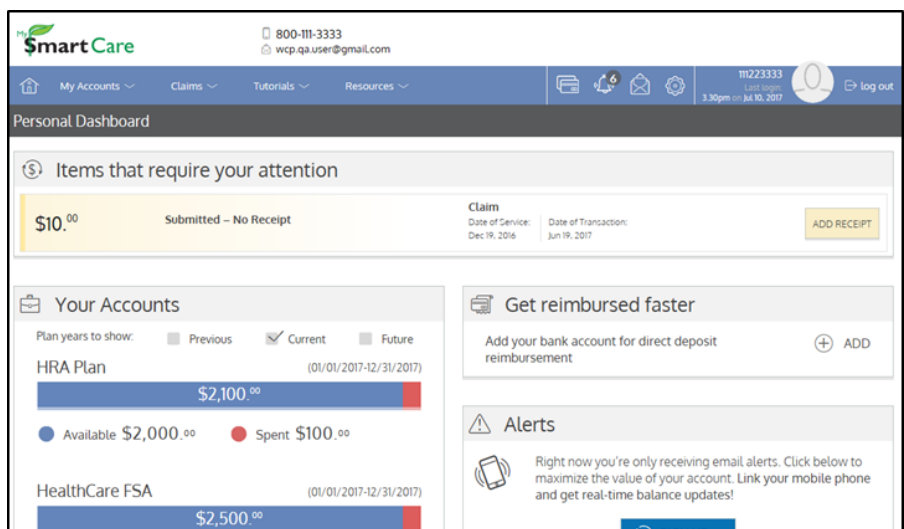
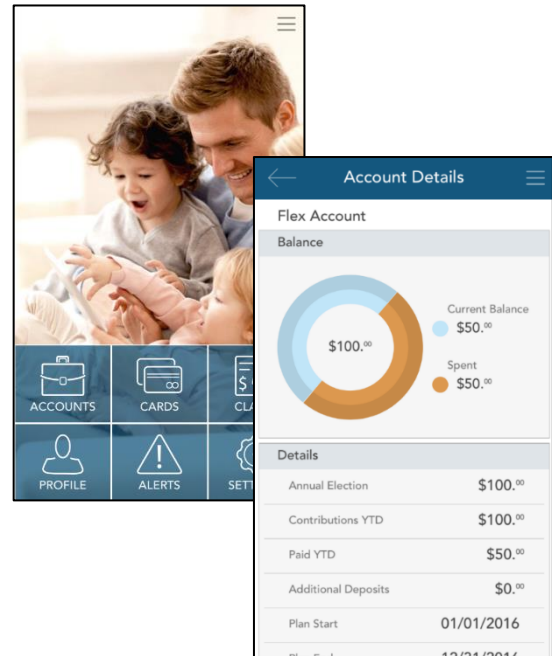




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THE EMPLOYEE HRA EXPERIENCE

- **Claims Adjudication**
- **Reimbursement Checks**
- **Direct Deposit**
- **My SmartCare Online Portal & Mobile App (Android or iOS devices)**
 - Dashboard driven employee portal
 - View account balances (current and historical)
 - View transaction history and statements
 - Account Statements
 - Graphs and reports to monitor contributions and funds
 - Submit electronic claims and substantiation
 - Recent news and benefit updates
 - Same credentials used for portal and app
 - Secure, multi-Plan platform (if offered by employer)
- **Debit Card**
 - Pay providers
 - Automates the process of paying for eligible pre-tax account expenses
 - Cards can be used at eligible locations wherever MasterCard® is accepted
 - 30-day setup required
- **Toll-free (800) hotline for participants with licensed call center agents**
- **Communication & Assistance**
 - Push notifications via e-mail or text message
 - Calculators to assist in contribution decisions
 - Education resources, FAQs, forms, instruction library, etc.





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HRA BENEFITS DEBIT CARD FEATURES

The employee's Benefits Card works a like a credit card, except it has a stored value instead of a credit limit. The stored value is the employee's available balance under the employee's HRA. There are no transaction fees and optional pin numbers are available for additional security.

Employees simply swipe the card at the provider location and choose the "credit/credit card" option. Funds are instantly withdrawn from the HRA and paid to the provider. There are no claims and no waiting for reimbursement. Employees should save their receipts, however, to ensure compliance with IRS guidelines; the IRS may request receipts in an audit.

The card is merchant coded, not merchandise coded. Every merchant who accepts credit cards is assigned one of roughly 1,000 merchant codes. The codes are listed according to industry (e.g., restaurant, pharmacy, dental office) and only valid merchant codes are "open" to the card, which means if someone tries to use the card at a restaurant or gas station, it would be declined. It will also decline payment for non-covered expenses, like vitamins.

Our technology allows one single benefit card to be used for all reimbursement Plans administered by BCC. The card is "stacked" according to the plan design. Appropriate merchant codes are attached to the card. We handle enrollments and terminations. Because we communicate HRA information directly to the bank, we control how the cards are used and generated.



THE EMPLOYER HRA EXPERIENCE

- **Plan Documents, SPDs**
- **Optional 5500 Reporting Data (upon request only)**
- **Options for Unused Balances at Plan Year End**
- **Annual Enrollment Support**
 - *Enrollment Forms*
 - *Coordinate with your communications department to provide Plan specific communications*
- **My SmartCare Online Portal**
 - *Research employee accounts, View Elections, Check Balances, Review Transaction History, Track Employee Notifications*
- **Resources (Training, Webinars, Forms, FAQs)**
- **Reporting** – Your SmartCare portal generates a number of standard reports that are delivered via e-mail with additional reports that can be created 24/7 specific to your needs. Data pulled into on-demand reporting can be current or historical. Reports are available for review instantly or can be downloaded into a spreadsheet format.
 - *HRA Account Summary Report*
 - *HRA Check Register (provided after each check run)*
 - *HRA Contribution Register*
 - *HRA Request for Funding*
 - *Additional "on-demand" reporting available through the portal*