

HEALTHEQUITY HRA & FSA

EMPLOYER INVOICING OPTIONS

HealthEquity offers a variety of employer invoicing options for the HRA and FSA products, all designed to pay claims as quickly as possible. The availability and rules for each vary depending on account type and whether or not a debit card is tied to a plan. The invoicing method is tied to the plan type, and can vary by plan (i.e. HRA vs FSA). At any time, if there are not enough funds on hand to pay claims, they will remain in an approved and pending status until funds are received.

The invoicing options are reviewed during the plan review call that occurs upon receipt of an employer new business notification form.

Method	Description	Options	Auto-debit	Notes
Reserve amount	A certain percentage based on total annual plan liability and the frequency of invoicing. As claims are processed each day, HealthEquity pays them from this reserve fund.	3%- Daily	Required	
		10%- Weekly	Optional	Not available with Debit card
		15%- Weekly	Optional	
		20%- Monthly	Optional	Not available with Debit card
Pay as you go	Each day if claim(s) are payable, an invoice is generated and your account is auto-debited 2 business days later.		Required	Not available with debit card.
Fully funded	HealthEquity will invoice you for the total annual plan liability at the beginning of the plan year.		Optional	Mid-year enrollments will need to be invoiced as they are entered.
Payroll	Fund the account as deposits are withheld from payroll.		Not available	HealthEquity cannot assume deductions with this invoicing method.



HealthEquity

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Nothing in this communication is intended as legal, tax, financial or medical advice. Always consult a professional when making life changing decisions. In addition to restrictions imposed by law, your employer may limit what expenses are eligible for reimbursements. It is the members' responsibility to ensure eligibility requirements as well as if they are eligible for the plan and expenses submitted.
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