

**EBA & M**



**EBA&M**

HRA Video

HRA Video

Dear Broker Partner,

EBA&M specializes in customized healthcare solutions that meet the unique needs of your clients. We simplify healthcare, reduce costs, and enhance benefits.

I'd like to discuss how we can benefit your clients. Feel free to call me at (831) 521-2464 to explore a partnership.

Best regards,

Matt DeWolf President, EBA&M HRA



# Health Reimbursement Arrangement

Discover how Health Reimbursement Arrangements can transform the healthcare benefits you offer your clients, providing them with flexibility and control.

# Overview



## What is an HRA?

An HRA is a tax-advantaged benefit plan that allows both employees and employers to save on healthcare expenses.



## How it works

Healthcare purchases are made simple with the EBA&M HRA debit card.



## Win-Win

HRAs create a win-win situation: employees get simplified benefits with the HRA Visa card, and employers reduce medical costs and gain more control over healthcare spending.

HRAs are governed by Section 105 of the IRS tax code, which allows employers to reimburse employees for qualified medical expenses on a tax-free basis. This means that both employers and employees can save on healthcare costs by utilizing an HRA.

# How Health Reimbursement Arrangement Works

## Employer Contributions

Employers set aside a specific amount of money to reimburse employees for eligible medical expenses, as outlined in the HRA policy.

## Tax Benefits

HRA reimbursements are not taxed as income for employees, and employers can claim a tax deduction for HRA contributions.

1

2

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## Employee Expenses

Employees are given an HRA debit card to cover all out-of-pocket expenses that their new plan may not directly cover.

# First Steps to Saving...

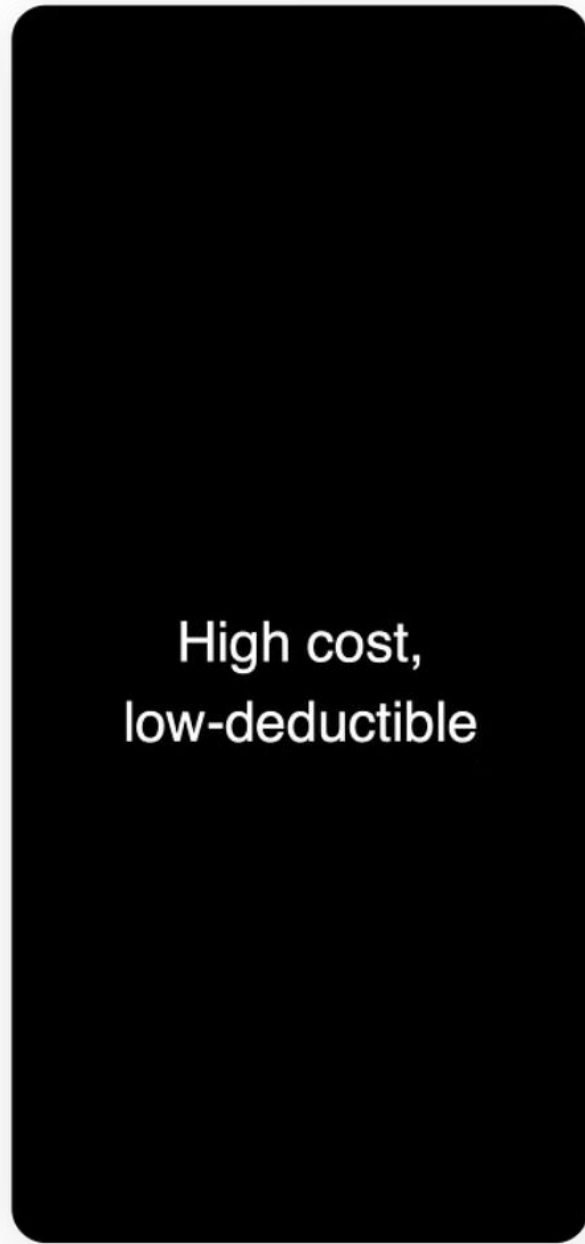
Are your clients looking to reduce their healthcare plan costs? Here are the initial steps to guide them:

Achieving plan savings is more straightforward than it seems. Follow these steps:

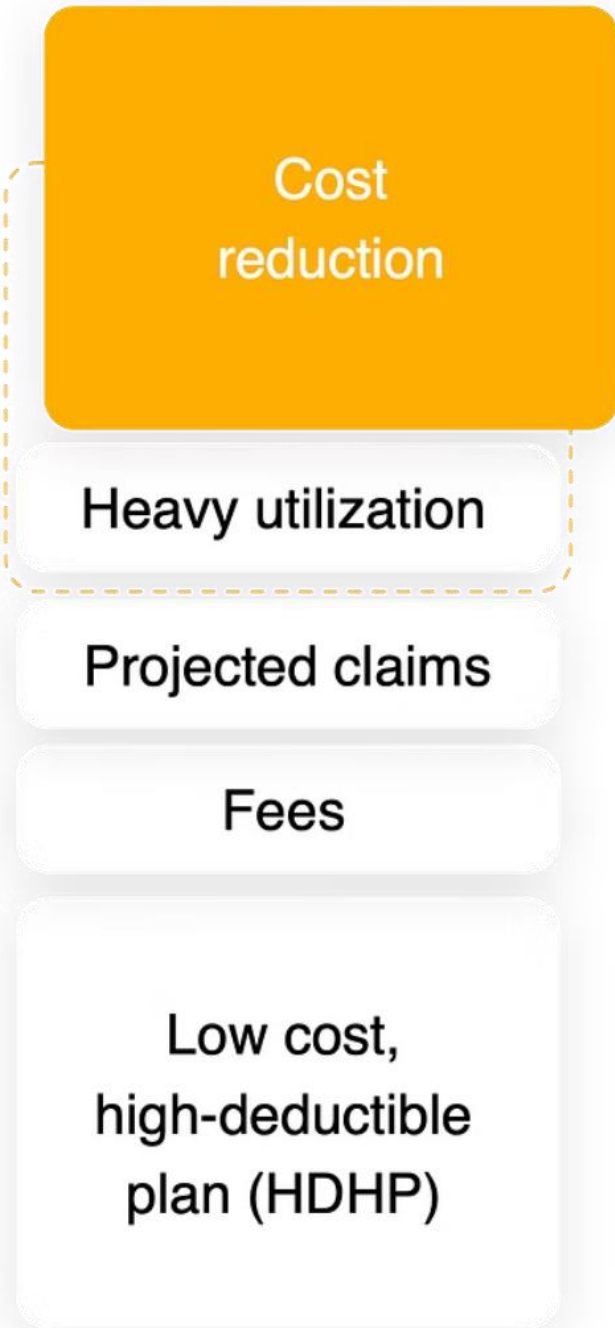
- 1. Find the most competitive** High Deductible Health Plan (HDHP) and transition from the more expensive traditional plan.
- 2. Cater a funding solution** to fill in the gaps of the new HDHP, giving employees access to improved benefits.
- 3. Start saving money** month after month! New monthly plan costs, such as carrier premiums, administration fees, and claims can decrease by 11-30%.

By following these steps, you can save your company significant amounts of money on healthcare plan costs.





**Current plan's renewal**



**HRA-Administered plan**

An EBA&M HRA-Administered plan saves employers 8-36% of a traditional plan.

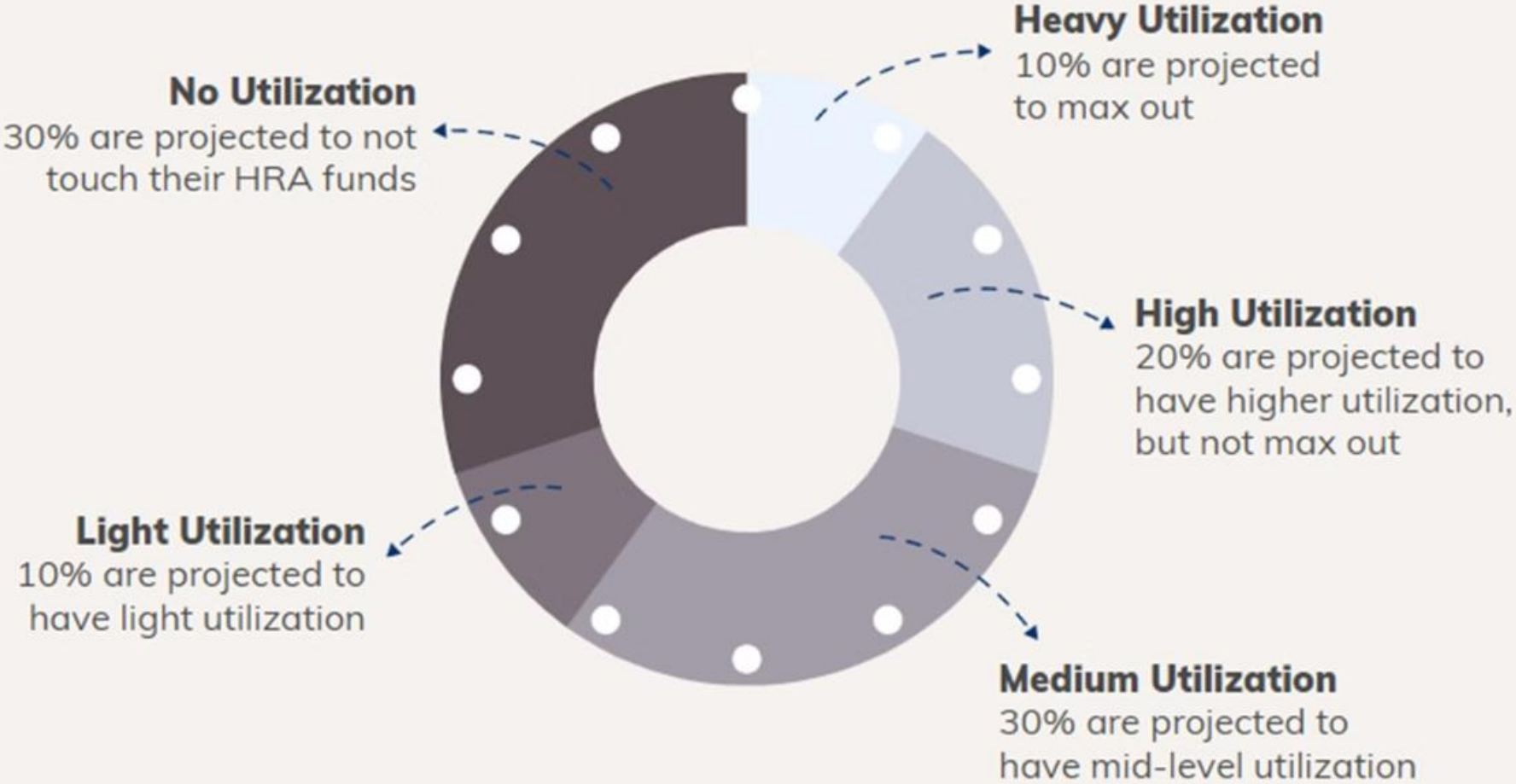
# Analyzing Claims Usage: Our Data Revealed

We examined our health plan's claims data and found that many employees are not fully using their benefits. By identifying these patterns, we can adjust our offerings to better suit our employees' needs and encourage improved health outcomes.

# Claims Utilization: Is an HRA the Right Choice for Your Clients?

Explore the benefits of an HRA for your clients by analyzing past and projected claims data. Our expertise can guide you in making informed decisions.

# Claims Projection **BREAKDOWN**



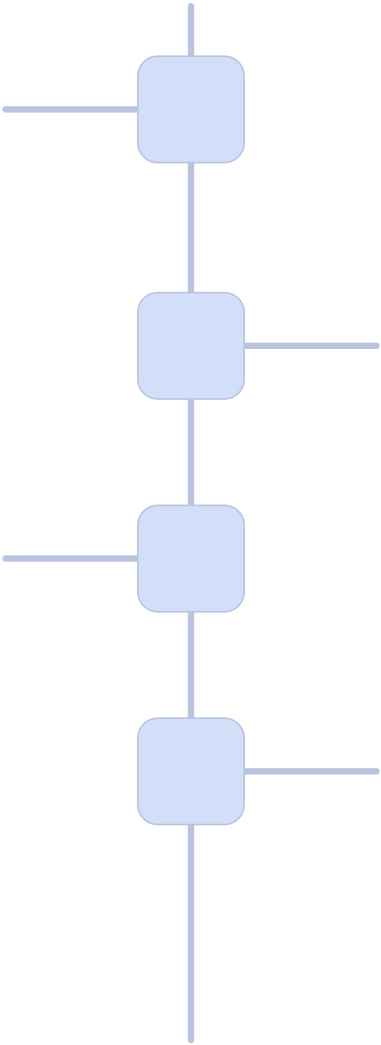
### Claims Utilization Ranges by Group Size

Group Size	Min.	Avg.	Max
8-29	12%	31%	65%
30-50	7%	27%	42%
51-100	13%	27%	45%
101-200	14%	28%	45%
201-500	12%	22%	31%
501+	12%	20%	25%

# How does an EBA&M HRA-Administered plan work?

EasyOne, a company like yours, places a high value on retaining employees and offers a competitive Gold-level healthcare plan.

This visit was Elliot's only use of his high-cost healthcare plan during the year.

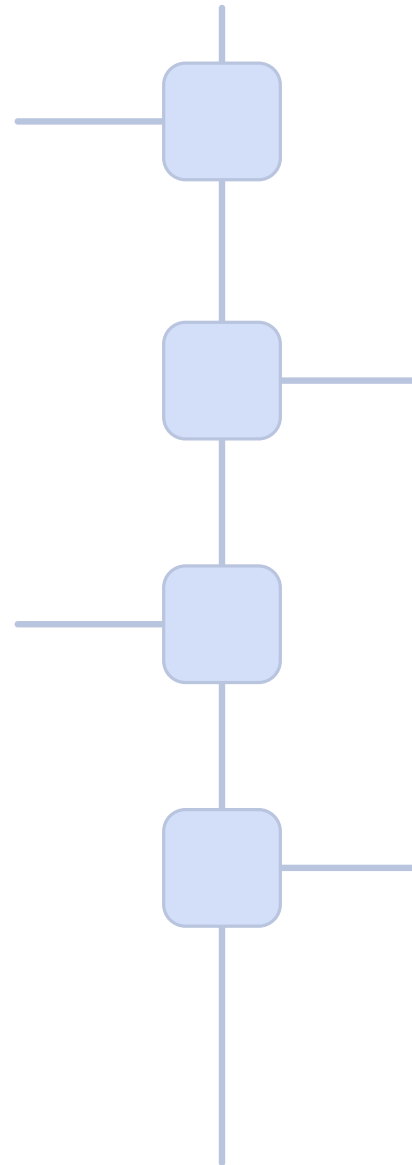


Elliot is an employee of EasyOne and visits the doctor for a general procedure. The cost is \$200, which he reluctantly pays out of pocket.

Year after year, EasyOne continues to pay for relatively unused high-cost healthcare plans with ever-increasing annual premiums.

EasyOne switches to an HRA-Administered plan the following year through EBA&M.

A few months later, Elliot visits the doctor for another general procedure. This time, the cost is \$1000.



Elliot is educated on how the new plan works and given a convenient HRA Visa card to cover all out-of-pocket expenses that his new plan may not directly cover.

Elliot smiles as he hands the receptionist his HRA Visa card, paying nothing out of pocket.



As the year ends, the accounting team confirms that EasyOne saved 30% on their employees' healthcare plan costs by switching to the HRA-Administered plan through EBA&M.

# Eligibility & Expenses



## Eligibility Requirements

Employees covered by HRA plans must be covered by employer-sponsored group health insurance.

## Expenses Covered by HRAs

Typical expenses include deductibles, copays, prescription drugs, and other eligible out-of-pocket expenses as described in the HRA policy.

## Restricted Expenses

Expenses not covered by HRAs include over-the-counter drugs, cosmetic surgery, and health insurance premiums.

# Why Choose EBA&M?



## Expertise

Since 1974, with over 50 years of experience, EBA&M has specialized in healthcare solutions tailored to both employers and employees. Our team of experts is dedicated to helping you find the best HRA-based solution for your business.



## Customized Solutions for Your Clients

We offer adaptable healthcare solutions tailored to meet your clients' unique needs and ensure the well-being of their employees. Our collaborative approach ensures we find the ideal fit for their organization.



## Streamlined Platform Integration for Brokers

Our technology suite provides file feed integration and a simplified platform, making benefit management easier for your clients and their employees. Our ongoing support ensures seamless operation throughout the plan year.



## **Savings**

Our healthcare solutions are designed to provide cost savings for both employers and employees. By working with EBA&M, you can reduce your healthcare spending while still providing your employees with the coverage they need.



## **Proficiency**

We take pride in our exceptional auto substantiation rate of 99.79%, surpassing the marketplace average of around 86%. Showcasing our dedication to precise claims processing, reducing hassle, and enhancing seamless healthcare.



## **Plan Performance Review and Analysis**

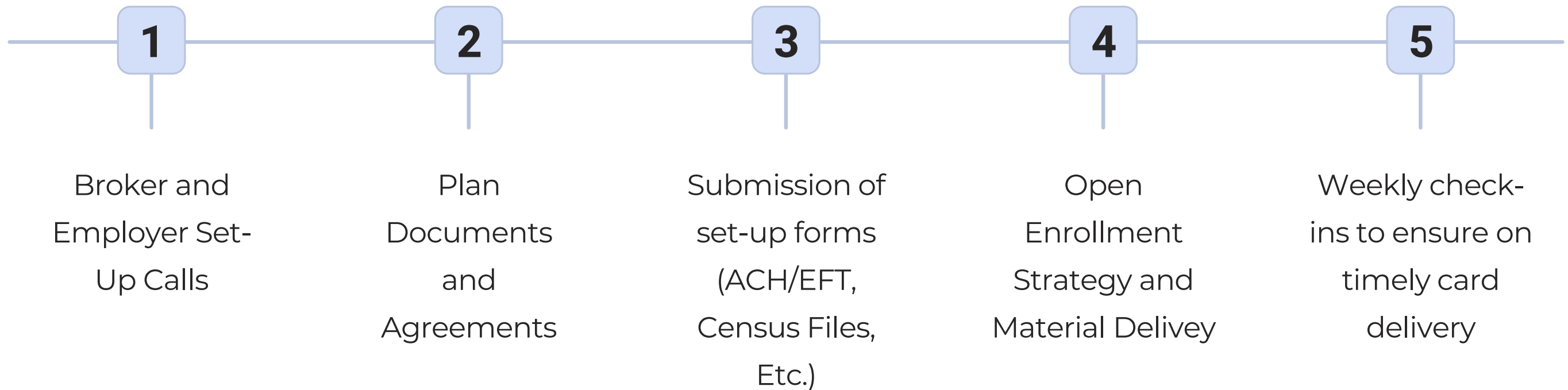
We conduct regular plan performance reviews and in-depth analyses. This ongoing assessment allows us to monitor the effectiveness, make necessary adjustments, and ensure that your healthcare strategy continues to meet your goals and expectations.



# Introducing Our Flowchart Proposal

Check out our flowchart proposal that breaks down the benefits of our HRA-Administered plan. With real numbers for this group, it's easy to see the potential savings.

# EBA&M's Implementation Process (6 weeks)





# Open Enrollment Support

At EBA&M, we understand the importance of a smooth and successful open enrollment process. Our dedicated team provides comprehensive support to ensure your employees have the information and guidance they need to make informed decisions. From personalized communication materials to interactive enrollment tools, we have you covered. You can trust us to make your open enrollment experience seamless and stress-free.

# Sample Materials

Explore our sample materials to get a better sense of the range of services we offer. From employee communication materials to interactive enrollment tools, we have everything you need to make your open enrollment process stress-free.



## HRA Frequently Asked Questions

For Employees



### When I go to the doctor, what do I need to do?

When prompted to pay, pay with your EBA&M HRA Visa card rather than your personal card.

### What do I do if I forget to bring my EBA&M HRA Visa card?

- Option 1: Ask to be billed by the provider so you can pay later. When you receive your bill, use your EBA&M HRA Visa card to complete the payment.
- Option 2: Pay out of pocket, then submit for reimbursement via the EBA&M app or [ebamcloud.com](https://ebamcloud.com). Tip: Enroll for direct deposit to expedite the reimbursement process.

### How do I replace my EBA&M HRA Visa card if lost or stolen?

Great question. Contact our team to inform us that you need new cards ordered. You can email [service@ebam.com](mailto:service@ebam.com) or call us at 1-800-249-8440, extension 415.

### How do I activate my EBA&M HRA Visa card?

The EBA&M HRA Visa card needs to be activated before using it. To activate it, call the phone number on the back of your EBA&M HRA Visa card.

### How do I find my card's balance?

Login to your account on [ebamcloud.com](https://ebamcloud.com) or use the EBA&M app. Then, look under the "Accounts" section of the home page.

### Can my dependents or spouse use my EBA&M HRA Visa card?

Yes, dependents or spouses enrolled in this plan can use the card. Employees receive two sets of EBA&M Health HRA Visa Cards – the enrolled dependent or spouse can use the second card. The dependent will need to sign the back of the card. Please note that although the front of the card will have the primary cardholder's name on it, it is the dependent's EBA&M Health HRA Visa card.

Should you need more than the two allotted debit cards for dependents, you can request them by emailing us at [service@ebam.com](mailto:service@ebam.com).

### Why do my copays seem so high?

Your insurance plan operates under a high deductible, making the cost of services initially appear higher. While in the deductible phase, services are charged at the negotiated fee (these amounts



## How to use your HRA plan

### Getting Started

Once enrolled in the HRA program, you'll receive a welcome letter along with your EBA&M Cloud Visa card in the mail. Please note that your card must be activated before use. To activate, call 1-866-898-9795 or visit [ebamcloud.com](https://ebamcloud.com).

### Receiving Services

Go to a healthcare provider, show your primary insurance ID card, then pay with your EBA&M Cloud Visa card. The provider will verify coverage and charges.

### Paying for Care

When asked to pay, use your EBA&M Cloud Visa card. Please remember that your EBA&M Cloud Visa card is not an insurance card but a form of payment. 4-5 weeks after your visit, you may receive a bill. Pay the bill using your EBA&M Cloud Visa card as well.

### Managing your Account

Go to [ebamcloud.com](https://ebamcloud.com) and register using your SSN. Next, download the EBAM FSA-HRA mobile app (published by EBA&M).

### Requesting Reimbursement

If you forget to pay with your card, you can file for reimbursement on [ebamcloud.com](https://ebamcloud.com) or the mobile app (EBAM FSA-HRA).

### Understanding your HRA

- **What is a health reimbursement arrangement (HRA)?** An HRA is an account that gives you money to pay for your care. Your employer sets up the account and puts money into it. You won't pay taxes because the money isn't part of your wages. You can use this money to help pay your health care costs.
- **Where can I use my EBA&M Cloud Visa card?** You can use it at medical facilities to pay for services.
- **What should I do if my card is lost or stolen or I need a replacement?** Contact EBA&M member services to report loss or theft as soon as possible. Should you need additional cards, you can order them by phone.

### Additional Information

Call 1-877-587-4534 to speak to a customer service representative Monday through Friday, 6am-5pm, or email [service@ebam.com](mailto:service@ebam.com).



# Elevate Your Experience: Discover the Power of Cloud and Mobile

Unlock a world of convenience with our concise, market-driven videos! Dive into the efficiencies of our Cloud and Mobile portals, tailored to meet your needs in today's fast-paced marketplace.

## Portal Registration

[Watch Now](#)

## Mobile App Highlights/Bank Set-up

[Watch Now](#)

# After the Effective Date

## **Portal Access:**

Gain access to our portal, enabling you to generate reports, enroll members, process terminations, and monitor member card activity for efficient management.

## **Administrative Billing:**

Expect your first bill within the initial month. Subsequently, bills will be issued on the first of each month, ensuring timely and consistent billing.

## **Claims Fund Replenishment:**

The initial replenishment bill is issued mid-second month, with subsequent bills in arrears every mid-month. This ensures continuous funding based on the previous month's activity.

# Renewal Reports

### HRA Plan Assumptions

	Current Enrollment*	Deductible Units
EE:	232	232
EE+Deps:	288	576
<b>Total:</b>	<b>520</b>	<b>808</b>

Single Funding:	\$5,000.00
Non-Single Funding:	\$10,000.00

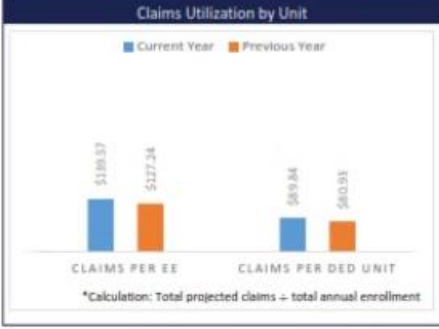
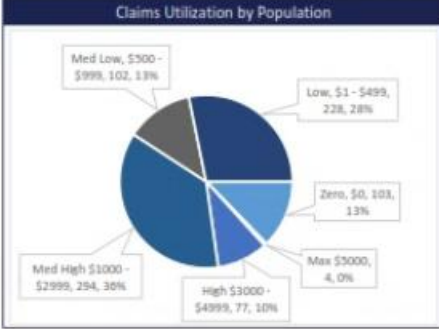
\*Counts pulled from current census

### Summary of Costs

	Amount	Range
Claims Incurred and Paid:	\$1,031,697.45	1/1/22 to 12/31/22
Projected Incoming:	\$-	
<b>Total Expected Claims:</b>	<b>\$1,031,697.45</b>	

Admin Fee:	\$68,640.00
Plan Premium:	\$-
<b>Total Annual Cost:</b>	<b>\$1,100,337.45</b>
<b>Total Monthly Cost:</b>	<b>\$91,694.79</b>



# Partner with us for Cost-Effective Solutions

Join forces with us and cut healthcare costs with our HRA administration services. Our team provides full support at every step.

Get in touch and begin saving now by emailing [sales@ebam.com](mailto:sales@ebam.com).

# Recent 5-Star Reviews



Discover what our satisfied customers have to say about our services. Read their glowing reviews and see why they rate us 5 stars!

## **Diane Knoll, HR Manager of Western Precooling**

"What a wonderful experience!!! We are transitioning to an HRA offering and will be utilizing EBA&M. David Franklin and Ian Molina did an amazing job at our employee introduction meetings. Details were presented in a clear precise manner and Ian's help in translating was far beyond our expectations. We could not be happier....thank you!"

## **Brian Hickey, COO/CFO of Civicorps**

EBA&M is the most knowledgeable TPA that I have ever worked with during my 25 year career. But what sets them apart is their willingness to explain things in a way in which their clients understand. I consider them a trusted partner and would recommend them to anybody.

## **Allison R., Vice President of a North Bay Insurance Agency**

"The EBA&M team are Rockstar's! They have the best team and deliver excellent service. I started working with Matt and his team three years ago when I moved one of my groups HRA administration. Since we started working with EBA&M the group and my team spend less time on the HRA administration and we have better reporting that helps the group understand how their HRA plan is trending throughout the year. If you're considering offering an HRA for your employer groups coverage, I would recommend partnering with EBAM."

## **Toby Tyler, Partner Account Executive of Technology Partner**

"EBA&M takes the complexity out of benefits. An amazing group that provides customized plans by leveraging analytics, streamline operations and claims through automation, and truly care about the clients they serve. A great organization that wants to help people save money to pay for health care."

## **Alane M., Vice President of an East Bay Insurance Agency**

"Great enrollment and implementation experience with EBAM! Ian provided the many meetings we had in Spanish expertly and professionally. David also was great in our English meetings. Both were very knowledgeable, flexible and a pleasure to work with. Jenni handled the background administration set up so well. The overall experience was exceptional."

## **Raj S., COO of CA Consulting Firm**

"Exceptional Service TPA, we have trusted our clients for over 10 years, Matt DeWolf and his team are high caliber professionals with deep acumen depth in their domain. We are a Bay Area Broker and have co-clients from sports teams, banks and public companies with EBA&M Raj Singh COO ExpertQuote"

# Appendices

