

YourWay Supplemental HRA Basics

“Integrated” with your Employer’s Group Health Plan

- Reimburses expenses incurred by the employee **during employment** and after separation from employment
 - All IRC qualified expenses and premiums not covered by your group health plan
 - Co-pays
 - Deductibles
 - Cost-sharing
 - Dental and vision premiums and expenses
 - Individual and group medical premiums not reimbursable prior to separation from service
- Spouse and other dependents **must also be covered by a qualified group health plan** at the time their expenses are incurred

