

FAQ for Terminated HRA Participants

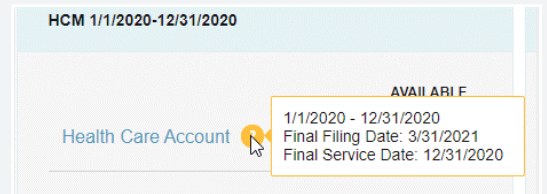


I have expenses that I haven't turned in yet. Can I file those expenses?

Many plans allow a run-out period for terminated participants. A run-out period allows you a short window of time to submit expenses that were incurred before your termination date.

How long is my run-out period?

Every employer's plan can be different. If you use the Infinisource Health Portal or the iFlex mobile app, you can find your "Last Date to File Claims" (see screenshot). You can also find this information in your Summary Plan Description.



But I have expenses after my termination date; what can I do?

HRAs must be offered under COBRA, if the employer's group health plan is subject to COBRA's requirements. Depending upon your HRA's plan design, you may be required to elect the medical plan under COBRA in order to continue the benefits of the HRA. Please refer to your COBRA notice (if applicable) for details.

Will my debit card continue to work?

No, if you have a debit card with your HRA, your debit card will stop working when you terminate. This is because we are required to verify that an expense was incurred prior to your termination date, and you will need to file your expenses online or with the mobile app to be reimbursed.

