
Health Reimbursement Plan Not Available Effective January 1, 2019

Dear HRA Plan Member,

The Health Reimbursement Account (HRA) plan is being eliminated in 2019. If you are currently enrolled in the HRA plan, and do not enroll in a new plan during Annual Enrollment, you will be automatically enrolled in the PPO plan for 2019.

Your Options

For 2019 you will have the option to select from:

- Either the new SEQA plan or EQA plan (you will be eligible for *one* of these options)
- PPO plan
- HSA plan

For more information on the 2019 medical plan options, visit BSWHbenefits.com.

Your Funds

Any remaining HRA funds as of 12/31/2018 will roll over to the 2019 plan year and pay for your medical costs if you enroll in the SEQA, EQA, or Preferred Provider Organization (PPO) plans.

Please note, IRS regulations do not allow an HRA fund rollover into a Health Savings Account. The rollover limit is subject to your 2018 HRA Tier 1 deductible.

| Your 2018 Coverage Tier | Your 2019 HRA Rollover Limit |
|-------------------------|------------------------------|
| Employee Only | \$4,000 |
| Employee + Spouse | \$7,500 |
| Employee + Child(ren) | \$6,500 |
| Employee + Family | \$8,000 |

Your Payments

HRA balances will pay for all eligible medical expenses in the SEQA/EQA, or PPO plans. Discovery Benefits will continue to make HRA payments to providers on your behalf to Tier 1 BSWQA providers, or for urgent/emergency care.

Your Next Steps

Review the medical plan options and choose the one that is right for you and your family. Then select the plan of your choice during Annual Enrollment, October 29 – November 9, 2018.

All enrollments are completed in PeoplePlace. Log in to [PeoplePlace](#) to complete your enrollment.

Thank you,
Scott and White Health Plan

bswh.swhp.org