



Save on healthcare expenses and control your insurance coverage

TASC offers you the benefits of a Section 105 Medical Reimbursement Plan, also known as a Health Reimbursement Arrangement (HRA).

An HRA is a tax-advantaged benefit that allows you to save on the cost of healthcare and have more choice in your healthcare planning.

Enrolling in a TASC HRA provides two major advantages:

1. Your health insurance premiums are reduced (when Plan is coupled with a High Deductible Health Plan, or HDHP), and
2. Employer-sponsored funds may be used to pay for eligible medical expenses that are incurred even before the insurance deductible has been met.

This flyer offers a general description of a TASC HRA Plan. Your specific Plan and the benefits available to you may differ slightly. You will receive a customized Summary Plan Description (SPD) outlining your Plan within 60 days of your enrollment.

How TASC HRA Works

HRA Plans are employer-funded medical reimbursement plans. Your employer sets aside a specified amount of pre-tax dollars on an annual basis for employees to pay for healthcare expenses (as defined by your Plan). These contributed funds are available to you completely tax free!

Employees do not contribute to the HRA Plan, and any unused dollars may be rolled over from one Plan Year to the next (if your Plan allows).

Reimbursements and TASC Card

You may use your TASC Card for an eligible expense that you incur within the parameters of your Plan and the Plan Year dates. If you

TASC HRA Plan Features

- Plan funds are immediately available
- Unused funds rollover to the next Plan Year (if your Plan allows)
- TASC Card for convenient access to funds
- Daily reimbursement processing
- Direct deposit
- 24/7 account management
- Toll-free customer service available

Reimbursement Requirements

Most Plan types include reimbursement of the following healthcare expenses:

- Deductible Expenses
- Coinsurance Expenses
- Copay Expenses
- Prescription Medication
- Uninsured Medical Expenses

You will receive specific information about your HRA Plan from your HR Department.



Track account activity online at your convenience.

choose to submit a manual claim, you may request a reimbursement for a qualifying expense that has not already been processed through a card transaction. The service related to the expense needs only to have taken place; it need not be paid before requesting reimbursement. Simply submit a Request for Reimbursement form along with the required substantiation to TASC (via online form, fax, or mail) for timely processing.

Qualified reimbursements are limited to the following:

- eligible expenses must be incurred during the Plan Year and pursuant to the Plan design;
- eligible Plan Participants must incur the expense; and
- expenses must not be previously reimbursed under this or any other benefit Plan, or claimed as an income tax deduction.

Once a request is reviewed and approved by TASC, a reimbursement check will be mailed directly to your home address or processed through your bank (if you elect Direct Deposit). The Plan contribution limit will be factored in.

Runout Period

The three months following the end of the Plan Year are called the runout period. During this time, you may submit Requests for Reimbursement for expenses from the previous Plan Year if you have a positive balance.



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