

# PERSONAL CHOICE ACCOUNT

## Flexible Benefits Administration

With the continuing costs of health care escalating higher, employers are searching for ways to stretch their benefit dollars further.

One solution is the use of a Personal Savings Accounts (PSA) offered through Personal Choice Account, a division of Regence Life and Health Company. Using these tax savings vehicles, both employees and employers realize even greater spending power! The options include:

**Health Reimbursement Arrangement (HRA)** – An HRA is an employer-funded account that employees can use to pay specified expenses. *Employers* choose which items will be allowed under the HRA. They can limit coverage to specific expenses such as vision, dental or medical deductible, or allow it to reimburse employees for any IRS eligible expenses. Employers can also determine what amount, if any, is allowed to roll-over to the next plan year. The choice is theirs.

**Health Care Flexible Spending Account (HFSA)** – With an HFSA, employees set aside funds on a pre-tax basis to pay for all IRS eligible medical expenses. They can be reimbursed from the HFSA for out of pocket costs such as co-pays, deductibles, coinsurance, vision, dental, prescriptions and many over-the-counter medicines and supplies. This is the classic use-it-or-lose-it plan.

**Limited Health Care Flexible Spending Account (LFSA)** An LFSA exists in conjunction with a Health Savings Account (HSA). Similar to a regular HFSA, the LFSA reimburses for dental, vision and preventative care until the employees meet their annual HSA medical deductible, at which point all 213d expense are eligible.

**Dependent Care Flexible Spending Account (DCAP)** – With a Dependent Care Flexible Spending Account, pre-tax funds deducted from an employee's paycheck can be used to pay for dependent care expenses. These can include fees from daycare centers, before and after school care for children under age 13, and more.

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**Commute Reimbursement Account (CREA)** – With CREA, pre-tax funds deducted from an employee's paycheck can be used to pay for eligible work-related transportation and parking expenses.

**Premium Conversion Account** – A Premium Conversion Account allows employees to pay for their group health insurance premium with before tax dollars rather than after tax dollars. There are no claims to submit, no “use it or lose it rules” and no risk. This is a simple tax savings plan that is valuable to both the employee and the employer.

With over two decades of PSA experience, your Personal Choice Account team will offer you and your employees' *exceptional* service throughout your experience. Our standard services include:

- Model Plan Document & Summary Plan Description
- Annual non-discrimination testing
- Employee enrollment materials provided via PDF
- Reimbursement request forms
- Option of paper checks or direct deposit
- 3<sup>rd</sup> quarter employee account statements mailed to participants homes
- 90 day run out period
- Participation in annual enrollment meetings available
- Customer Service access Monday through Friday from 8am-5pm (PST) via toll free phone number. 24/7 Customer Service access via e-mail.
- Issuance of daily reimbursements
- Online capabilities include:
  - **Employer online account management system**
    - 24/7 Access to wide array of monthly and year end reports
    - 24/7 Access to employee census and account data
    - 24/7 Access to claim forms and informational brochures
  - **Employee online account features**
    - 24/7 Access to claim status and account balances
    - 24/7 Access to claim forms and informational brochures