



An Employee's Guide To HRPro Benefit Accounts

Understanding your FSA, Dependent Care FSA and HSA Accounts



Welcome

We would like to welcome you to HRPro! **You have signed up for an FSA so now what?** This guide will show you how to fully utilize your FSA and explore all the tools available to you.

What are the benefits of an FSA?

With an HRPro FSA, you can save on a wide variety of everyday medical, dental, vision and other expenses. It's a **TAX BREAK** that is simple to use. Your contributions to your FSA are taken out **BEFORE** taxes and that's how you save – you do not pay taxes on your FSA contributions!

An employee making \$40K salary, with a \$2,000 contribution and 30% tax rate can have a net savings of almost \$600 per year!

One of the best perks of an FSA is that your funds are available at the start of the plan year. That means, if you have expenses at the start of the year, you don't have to wait until all contributions have been made to use your funds. You can use FSA immediately to help cover costs.

You can also use your funds to cover the costs of your spouse, dependents and adult children (through the age of 26).

Things You Need to Know

Planning

Use it or Lose it

The most important step to have success with your FSA is planning ahead. The IRS has a “Use or Lose” rule in place for FSAs which means funds not spent by the end of a plan year are at risk of being forfeited.

Note: Your employer’s plan may offer a grace period or carryover to reduce this risk.

To plan ahead with your FSA, you’ll first want to estimate how much you think you’ll spend on qualified expenses throughout the year. Need help determining the amount that’s right for you? HRPro has a handy FSA calculator that can be found on our website at <https://www.hrpro.com/benefit-administration/fsa/> or in our document library under FSA Forms.

What to Consider When Making Elections

Unusual Large Expenses

Do you have a major surgery expected for the upcoming plan year? Are you planning to start a family? Have children who are keeping you busy with trips to the doctor? Have ongoing large medical expenses? These types of expenses will almost certainly lead you to spend the maximum amount allowed to be put into an FSA, which means big pre-tax savings for you.

Regular expenses

Items such as medical appointments are easy-to-anticipate expenses. But what about day-to-day expenses like over-the-counter items? Make sure to factor these in when determining your election amount.

Making Changes Mid-Year

There are circumstances — called “qualifying events” — that allow you to make changes to your FSA election in the middle of a plan year. These include:

- Marital status changes
- Number of tax dependent changes (e.g. birth, death, adoption)
- Employment changes (e.g. leave of absence or retirement)
- Dependent doesn’t meet eligibility requirements due to change in age or student status
- Change in residence

Dependent Care FSA

The benefits of a Dependent Care FSA

What is it?

A Dependent Care FSA (DCFSA) is a pre-tax benefit account used to pay for eligible dependent care services, such as preschool, summer day camp, before or after school programs, and child or adult daycare. It's a smart, simple way to save money while taking care of your loved ones so that you can continue to work.

How You Save

With a Dependent Care FSA, you use pre-tax dollars to pay qualified out-of-pocket dependent care expenses. The money you contribute to a Dependent Care FSA is not subject to payroll taxes, so you end up paying less in taxes and taking home more of your paycheck.

Why Enroll?

- Save an average of 30 percent on dependent care services
- Reduce your overall tax burden – funds are withdrawn from your paycheck for deposit into your account before taxes are deducted.
- Take advantage of several convenient, no-hassle payment and reimbursement options.

Is it Right or Me?

A Dependent Care FSA could save you money if you pay for dependent care such as:

- Before and After School Programs
- Transportation provided by caregiver
- Day care and nursery school
- Even dependent adult daycare is deductible if conditions are met!



Limited Purpose FSA



What is Limited-Purpose FSA?

A Limited Purpose (or Limited Scope) FSA is a saving option for employees that are enrolled in a Health Savings Account (HSA). The Limited Purpose FSA works the same way a standard FSA does: pretax, "use it or lose it" elections, and expenses must occur within the plan year. The difference is that it limits what expenses are eligible for reimbursement. In a Limited Purpose FSA you can only submit claims for eligible vision and dental expenses. (Remember: Cosmetic procedures such as teeth bleaching are not eligible under any Flexible Spending Accounts.)

Once the employee satisfies the deductible for the high deductible health plan, the employee may be reimbursed for any medical expense(s) incurred, by the employee, the spouse, and/or the dependent(s), during the remainder of the Plan year.

Expenses that can be reimbursed under a Limited Purpose Health FSA:

Following is an example of expenses normally reimbursable under a Limited-Purpose Non-reimbursed Medical Spending Account, when incurred during the Plan year, by the employee, the employee's spouse, and/or the employee's dependent(s).

Dental

- Examinations
- Dental implants
- Bridges
- Periodontal services
- Crowns
- Fillings
- Occlusal guards to prevent teeth grinding
- Orthodontia (as services are incurred – not when paid)
- Dentures

Vision

- Examinations
- Glasses
- Laser eye surgery
- Prescription sunglasses
- Contacts (including materials and equipment needed for using lenses, such as saline solution and enzyme cleaner)



Benefits of an HSA

What are the benefits of an HSA?

With an HRPro HSA, you can save on a wide variety of everyday medical, dental, vision and other expenses. It's a **TAX BREAK** that is simple to use. Your contributions to your HSA are taken out **BEFORE** taxes and that's how you save – you do not pay taxes on your HSA contributions!

It's yours. Think of your HSA as a personal savings account. Any unspent money in your HSA remains yours, allowing you to grow your balance over time. When you reach age 65, you can withdraw money (without penalty) and use it for anything, including non-healthcare expenses.

Flexibility. Save for a rainy day. Invest for your future retirement. Or spend your funds on qualified expenses, penalty free.

Easy to use. Swipe your benefits debit card at the point of purchase. There is no requirement to verify any of your purchases. We recommend keeping any receipts in case of an IRS audit.

Smart savings. The HSA's unique, triple-tax savings means the money you contribute, earnings from investments and withdrawals for eligible expenses are all tax-free, making it a powerful savings and retirement tool.

What is a Health Savings Account?



It's yours - individually owned savings account



Set \$ aside **pre-tax** to pay for healthcare expenses



Contribute, use and **invest** tax-free

Eligible expenses:

- Copays, coinsurance, insurance premiums
- Doctor visits and surgeries
- Over-the-counter medications (first-aid, allergy, asthma, cold/flu, heartburn, etc.)
- Prescription drugs
- Birthing and Lamaze classes
- Dental and orthodontia
- Vision expenses, such as frames, contacts, prescription sunglasses, etc.

Eligibility

In order to enroll in an HSA you must be enrolled in a high-deductible health plan (HDHP)

You're not eligible for an HSA if:

- You're covered by a spouse's or partner's HMO or PPO plan
- You're covered by a medical flexible spending account or health reimbursement arrangement (unless it is a limited purpose FSA)
- You're claimed as a dependent on someone else's taxes

What is a high-deductible health plan?

Must meet the IRS guidelines for minimum annual deductibles and maximum out-of-pocket costs.

| High-Deductible Health Plan (HDHP) Limits | 2022 | 2023 |
|---|----------|----------|
| HDHP Minimum Annual Deductible – Self Only (Statutory Deductible) | \$1,400 | \$1,500 |
| HDHP Minimum Annual Deductible – Family (Statutory Deductible) | \$2,800 | \$3,000 |
| HDHP Out-of-Pocket Maximum – Self Only | \$7,500 | \$7,050 |
| HDHP Out-of-Pocket Maximum – Family | \$15,000 | \$14,100 |

HSA Contribution Limits

| HSA Maximum Contribution Limits | 2022 | 2023 |
|---|---------|---------|
| Self Only | \$3,650 | \$3,850 |
| Family | \$7,300 | \$7,750 |
| Catch-up Contributions (age 55 by the end of the year) | \$1,000 | \$1,000 |

Contributions

- The HSA contribution deadline is the same as the federal tax-filing deadline.
- The IRS determines the maximum amount you can contribute to a Health Savings Account in a calendar year.
- Your annual contributions should not exceed the annual limits or you may be fined by the IRS.
- You can set up text alerts so you receive a notification once you meet an established contribution threshold.

Catch-up contributions

If you are 55 years of age or older, the IRS allows you to contribute an additional \$1,000 annually to your account.



HSA Contributions

3 ways to contribute:



Pre-tax payroll contributions



Post-tax contributions



Employer contributions



HSA funds roll over from year to year

You can increase or decrease your contribution at any time. No qualifying life event needed.

Managing Funds

Once you meet the minimum cash balance threshold (set by you during account set-up), you can start investing your HSA funds. Check out your investment options and information in your online account or mobile app.

- Step-by-step investment enrollment process with access to the Guidance Tool
- Educational resources
- Expense analysis dashboard – plan, budget, manage
- Enhanced funding options including “HSA Advance” contribution capability
- Integrated HSA investment goals & analysis
- Account activity & plan details
- Notifications/text alerts

Home Accounts Tools & Support Message Center

Investments / Summary

Investment Transfer Threshold \$2,500.00

Current Balance As of 11/12/2018 \$1,197.46

Beginning Balance As of 08/13/2018 \$787.76

Recent Activity As of 11/12/2018 \$376.12

Rate of Return 08/13/2018 - 11/12/2018 -4.14%

Fund Name: OPPENHEIMER DEVELOPING MKT Y, THORNBERG INTL VALUE, OPP MAIN SM CAP, PIMCO LOW DURATION INTLS, PIMCO COMMODITY REAL RETURN

| FUND NAME | PORTFOLIO % | ELECTION | BEGINNING BALANCE | PRICE | UNITS |
|------------------------------|-------------|----------|-------------------|---------|-------|
| OPP MAIN SM CAP | 19.84% | 20.00% | \$154.32 | \$30.45 | 7.3 |
| OPPENHEIMER DEVELOPING MKT Y | 22.74% | 20.00% | \$181.84 | \$44.57 | 5.6 |
| PIMCO COMMODITY REAL RETURN | 17.87% | 20.00% | \$137.06 | \$6.79 | 28.9 |
| PIMCO LOW DUR... | | | | | |
| THORNBERG INTL... | | | | | |
| Total | | | | | |

Investment Account Setup

Healthcare Savings Goal

1%

\$3,157 of \$260,000

EDIT GOAL

Investments / Manage Investments

Investment Transfer Threshold

You are eligible to invest a portion of the funds from your health saving account into an investment account. By setting your investment transfer threshold below, we will automatically sweep funds into the investment account once your available cash balance exceeds the sweep threshold amount by \$100.01 or more. Likewise when your available cash account balance falls below the sweep threshold by \$100.01 or more, funds will be automatically swept back to your cash account from your investment account.

Your investment transfer threshold may be set equal to or above \$2000. Please enter a value that is an increment of 100.

transfers on? Yes No

When My Cash Balance Exceeds: \$ 2500

No Bank Guarantee • May Lose Value

Submit

Investments / Summary

Tax-free savings for when you need it most.

How do I take advantage of HSA Investments?

- 1 Set your target Cash Balance

Setting Up Your Accounts

Managing your accounts couldn't be easier. Our **O.N.E.source** system allows you to access all your reimbursement account information across multiple platforms. NOTE: Do not try and set up your online account until your employer's plan is fully activated and you have been notified.



HRPro Portal



Mobile



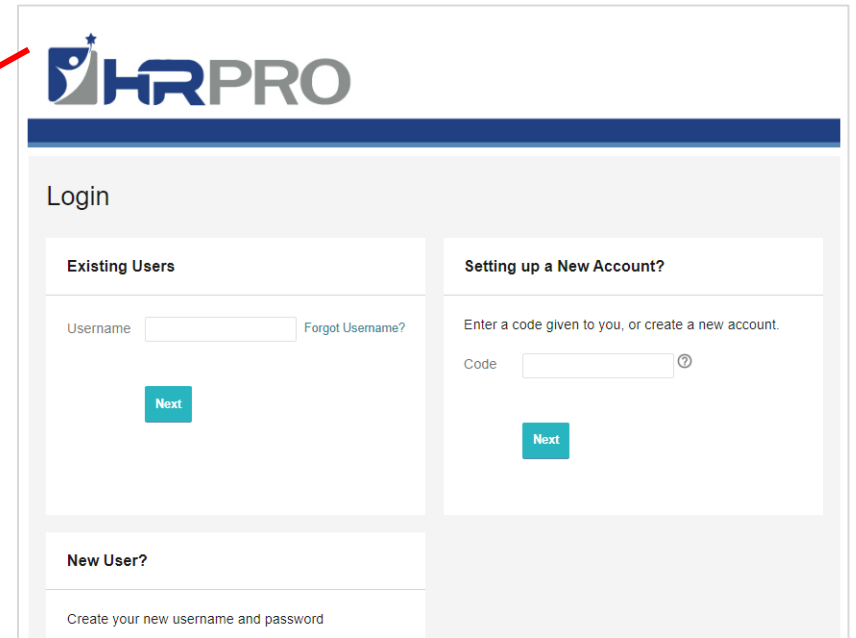
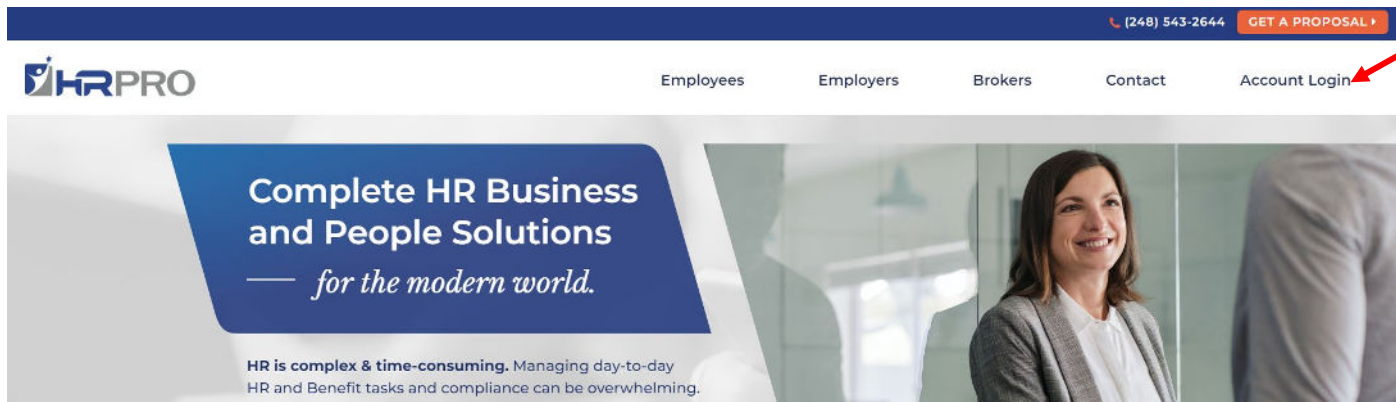
Benefit Card

Account information is viewed right on your dashboard where you need it. On your portals you may check balances, upload receipts, check messages, submit claims, pay bills, manage your preferences and so much more.

Setting Up Your Accounts: Online Portal

FOR SETTING UP BOTH FSA OR HSA ACCOUNTS: First set up your online portal. You can access HRPro's online portal by visiting hrpro.com. Click the "Account Login" tab and select: Account Holder > FSA/DCA | HRA | HSA | Parking & Transit

Or you may go directly to the portal website at:
<https://hrpro.lh1ondemand.com/Login.aspx>



NOTE:
Do not set up your online account until directed to do so.

Setting Up Your Accounts: Online Portal

FSA/HRA Accounts Only:

Logging in for the first time? Select “**New User**”.

You will be prompted to enter your name, zip code and social security number. Once recognized, you will be able to set your own username and password.

NOTE:
Do not set up your online account until directed to do so.

HRPRO

Login

| | |
|--|---|
| Existing Users | Setting up a New Account? |
| Username <input type="text"/> Forgot Username? | Enter a code given to you, or create a new account. |
| <input type="button" value="Next"/> | Code <input type="text"/> ⓘ <input type="button" value="Next"/> |
| New User? | |
| Create your new username and password | |
| <input type="button" value="Get Started"/> | |

Setting Up Your Accounts: Online Portal

HSA Accounts Only or with Limited Purpose FSA:

Limited Purpose FSA account information will be added to portal after your HSA is set up.

Logging in for the first time? Select “**Setting up a New Account**”.

Your employer will send you the appropriate code to get started.

You will then go through a series of pages to get your account set up and set your username and password. You will receive full instructions prior to account set-up.

NOTE:
Do not set up your online account until directed to do so.

HRPRO

Login

| | |
|--|---|
| Existing Users | Setting up a New Account? |
| Username <input type="text"/> Forgot Username? | Enter a code given to you, or create a new account. |
| <input type="text"/> Code <input type="text"/> ⓘ | |
| <input type="button" value="Next"/> | <input type="button" value="Next"/> |

New User?

Create your new username and password

Your Online Portal Homepage

Participant

Message Center for Notifications

Important Notifications

Articles/ Things to Know

Quick Action Buttons for Easy Access

Account Balances at a Glance

View Recent Transactions

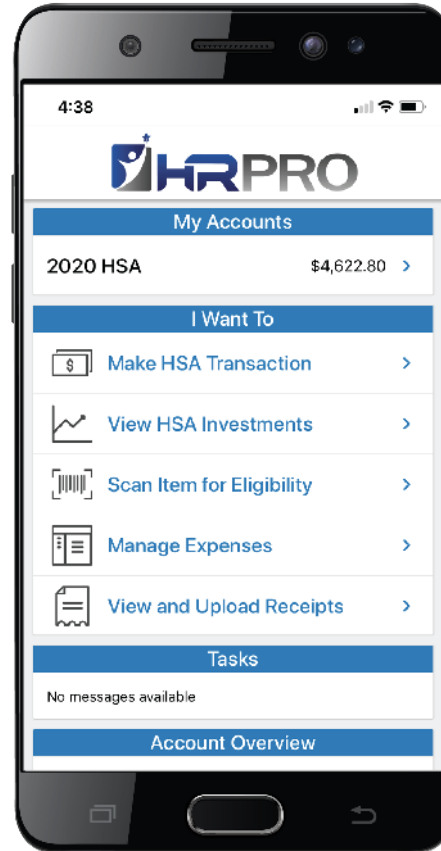
Easy to Read Graphs and Comparisons

Setting Up Your Accounts: Mobile App

Want a simple, easy way to check your healthcare account balances and submit receipts from anywhere? The HRPro Mobile App lets you securely access your health benefit accounts with a touch of a finger.

Once you have set up your online account, simply log into the Mobile App with your same username and password!

With the HRPro Mobile App, you can get to the healthcare account information you need—fast. Wondering whether you have enough money to pay a bill or make a purchase? The HRPro Mobile App puts the answers at your fingertips.



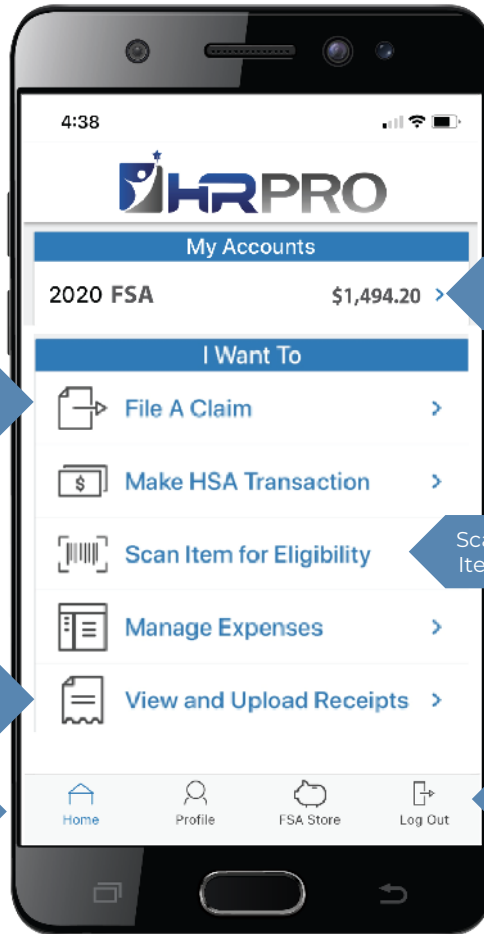
<https://apps.apple.com/us/app/hrpro/id405524133>



<https://play.google.com/store/apps/details?id=com.lighthouse1.mobilebenefits.bai&showAllReviews=true>



With Our Mobile App You Can:



- Real-time access
- Fingerprint quick login
- Check available balances and account
- Summarizes of account information
- **Messages and text alerts**
- Link to an external web pages
- Retrieve lost usernames or passwords
- Use your device of choice – including Apple® and Android™-powered smartphones
- Submit claims
- Upload receipts by snapping a photo
- Make distributions
- Us the eligible expense scanner to scan items to see if they are qualified
- Add and store payees
- Report debit cards lost or stolen and much more!

Add to your Mobile Wallet:

Now a faster, more secure and contactless way to make payments with your benefit card



Take advantage of contactless payments

Mobile payments = contactless! It's the future of payments, and it means less germs, faster (and more secure) purchases, and a better user experience.



Add your benefits debit card to your mobile wallet

Whether you use Google Pay, Apple Pay, or Samsung Pay, you can quickly add your benefit card to your mobile wallet with just a few taps on your device.



Access your benefit card via mobile wallet to pay for eligible expenses

No more card fumbling! With mobile payments, you don't need to use (or even bring) your benefit card when you want to pay for eligible expenses. Your card will be accessible (alongside the rest of your credit or debit cards) in your mobile wallet.



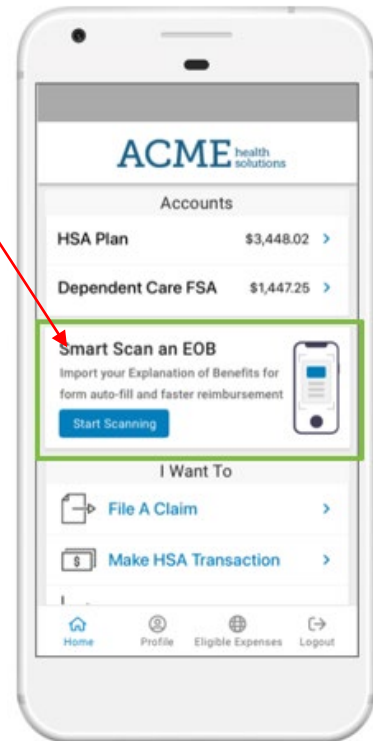
Faster, more secure, and contactless = better user experience

We live in a mobile-first world, where nearly everyone has their device on them at all times. With mobile payments, you can make sure you have the option to add your benefit card to your mobile wallet so you can easily use it to pay for an eligible expense or take advantage of your commuter or parking benefits even when you are on-the-go.

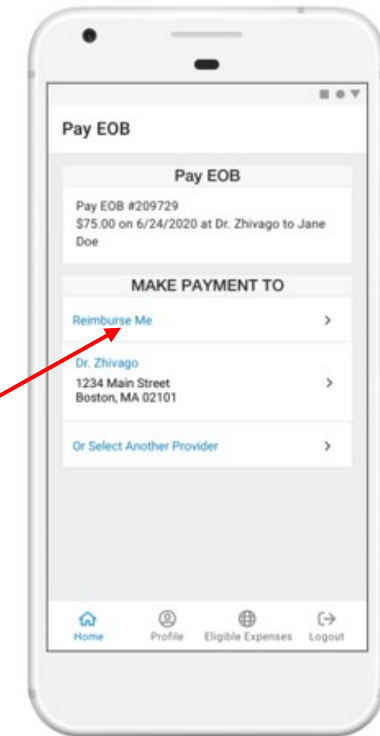
Introducing EOB Smart Scan

A NEW AI solution that lets participants scan an EOB right from their mobile app

- Auto-fills expense details
- Located on homepage of mobile app
- Simply click “start Scanning”
- Select the type of EOB to scan
- Select the Insurance Carrier



- Select the upload method and the document that needs to be uploaded into the scanner
- EOB is scanned and expense details automatically filled into an EOB summary.
- From there, participants can easily choose to make a payment, or file a claim in their account.



Using Your HRPro Benefit Card

The benefits debit card lets you easily access all of your benefits. Participants in tax-advantaged benefit accounts can pay for eligible products and services with their benefits debit card. Payments are automatically withdrawn from your benefit account, so there are no out-of-pocket costs and many purchases won't require receipt submission. **One card can access all of your benefit accounts!**



STACK ACCOUNTS

Stack multiple accounts on a single card. Simply use your card and funds will be taken of the appropriate account!



PARTICIPANT PORTAL

Easy to use portal. Account information and transaction history is available 24/7 online and on the mobile app.



EASY VERIFICATION

Industry leading auto-substantiation technology to electronically verify a transactions eligibility according to IRS rules.

What are the Benefits?

- Pay for qualified expenses easily and get immediate access to your funds
- No out-of-pocket expenditures
- No filing claims and waiting for reimbursement
- No longer need to wait for funds to be reimbursed to you!

Ways to Spend

Simply swipe your benefits debit card to instantly pay for eligible expenses with funds from your benefits accounts. Where you swipe the card will determine whether any steps are needed after that. In addition to using your benefits debit card to pay for services at your healthcare provider's office, you can also use it at the following types of merchants:

IIAS

Many merchants provide IRS-required information for documentation right at the point of sale through an Inventory Information Approval System (IIAS). An IIAS merchant auto-substantiates the claim, so you won't need to provide additional documentation on qualifying expenses.

90% Merchants

Our debit card also works at pharmacies or drug stores that meet the IRS' 90 percent rule. At least 90 percent of the gross sales at these merchants come from eligible medical expenses.

How does the HRPro Payment card work?

The value of the participant's account(s) contribution is stored on the benefits debit card. When participants have eligible expenses at a business that accepts benefit debit cards, they simply use their card. The amount of the eligible purchases will be deducted – automatically – from their account and the pre-tax dollars will be electronically transferred to the provider/merchant for immediate payment.

Other Ways to Use Your FSA Include:

Paying up front (out-of-pocket) for FSA-eligible products and services and requesting reimbursement by filing a claim and providing documentation, either through the mobile app or your online account. If you've signed up for direct deposit, you'll get reimbursed faster, as the money will get deposited straight into your bank account. You may also receive a check reimbursement. **NOTE:** You cannot use your debit card to purchase an item, then also get reimbursed for same item.

A full Benefit Card FAQ can be accessed from the download library section of our website: <https://hrpro.com/document-library/>

Employee Portal, Mobile App and Benefit Card > Your Benefit Card

Spending Your FSA Funds

Eligible Expenses

In order to pay for an expense using your FSA dollars, that expense has to be considered eligible by the IRS. To view our searchable list of eligible expenses, go to:

<https://www.hrpro.com/benefit-administration/fsa/>

Did you know? You can now use FSA dollars to pay for over-the-counter items. Visit the FSA Store at the link below and use the coupon code to save money!



Looking to Use Your FSA Funds for Over-the-Counter Products?

Save \$5 Visit FSA Store and use code CBHRP5 at checkout to save \$5

Visit the store using the link below to learn more and save some money!

bit.ly/HRProCoupon (case sensitive)



OTC Drugs & Medicine

Here is an example of OTC drugs and medications that NO LONGER require a prescription.

| | |
|---------------------------|------------------------------------|
| Acid Controllers | Feminine Anti-Fungal/ Anti-Itch |
| Allergy & Sinus | Gastrointestinal Medicine |
| Antibiotic Products | Hemorrhoid Preps |
| Antidiarrheals | Laxatives |
| Anti-Gas | Menstrual Care Products |
| Anti-Itch & Insect Bite | Nasal Spray |
| Anti-Parasitic Treatments | Pain Relief |
| Baby Rash | Respiratory Treatments |
| Ointments/Creams | Sleep Aids & Sedatives |
| Cold Sore Remedies | Stomach Remedies |
| Cough, Cold and Flu | Topical Analgesics |
| Dehydration Treatments | |
| Digestive Aids | |

Spending Your HSA Funds

Eligible Expenses

In order to pay for an expense using your HSA dollars, that expense has to be considered eligible by the IRS. To view our searchable list of eligible expenses, go to:

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| | |
|---------------------------|------------------------------------|
| Acid Controllers | Feminine Anti-Fungal/ Anti-Itch |
| Allergy & Sinus | Gastrointestinal Medicine |
| Antibiotic Products | Hemorrhoid Preps |
| Antidiarrheals | Laxatives |
| Anti-Gas | Menstrual Care Products |
| Anti-Itch & Insect Bite | Nasal Spray |
| Anti-Parasitic Treatments | Pain Relief |
| Baby Rash | Respiratory Treatments |
| Ointments/Creams | Sleep Aids & Sedatives |
| Cold Sore Remedies | Stomach Remedies |
| Cough, Cold and Flu | Topical Analgesics |
| Dehydration Treatments | |
| Digestive Aids | |



Looking for ways to get more out of your HSA?

Save \$20 Visit HSA Store at hsastore.com and use code **HRP20** at checkout to save \$20 off \$200!



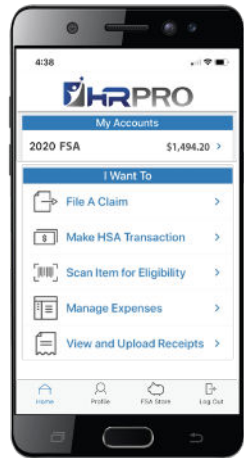
Substantiate Your Claims

To show that expenses incurred are eligible, the IRS requires purchases made with an FSA be substantiated. This process verifies that purchases made with FSA funds meet regulatory requirements. A good rule of thumb when submitting documentation is to provide your Explanation of Benefits (EOB) document from your insurance provider, as this typically includes all the required information to substantiate an expense.

Document Requirements for Medical FSA Expenses

- Date service was received, or purchase was made
- Description of service or item purchased
- Dollar amount
- Provider or store name (in some cases, a Medical Necessity Form, prescription or physician letter may be required).

Ways to Submit Support Documentation/Receipts



Mobile App

You can submit documentation within minutes using the HRPro Mobile App. Our app is the quickest and easiest method for filing claims and submitting documentation for your FSA purchases because it lets you use your phone's camera to take pictures of documentation and upload it on the spot.



Online Portal

You can also submit documentation through your online account or via fax or mail. To submit documentation through your online account, log in and follow the prompts to find the "I Want To" section under the Home tab. The claim filing wizard walks you through the steps. Payments can be made to yourself or someone else (provider, doctor, etc). Supporting documentation can be uploaded directly to the claim.

A scan of a 'Flexible Spending Account Claim Form' from HRPRO. The form includes fields for 'Account Number', 'Date of Service', 'Description of Service', and 'Amount'. It also has a section for 'Supporting Documentation' with checkboxes for 'Receipt', 'EOB', and 'Other'. The form is titled 'Flexible Spending Account Claim Form' and includes the HRPRO logo.

Paper Forms

If online or mobile options are not for you, we also accept the traditional method for claim submissions via paper claim form. A completed claim form and supporting documentation can be scanned and emailed to us at accounts@hrpro.com; faxed to 248-543-2293, or snail mailed to our address at 1025 N. Campbell Rd, Royal Oak, MI 48067

Resources

Contact Us:

Phone: 248-543-2644 option #4

Email: accounts@hrpro.com

Chat: <https://hrpro.com>

Library: Visit our [Download Library](#) for forms and educational flyers.

Videos:

[Mobile App Overview](#)

[Mobile App Dashboard](#)

[What is an FSA?](#)

[What is a Dependent Care Account?](#)

[What is a Commuter Account?](#)

Visit our [Videos Page](#)

Resources:

Visit hrpro.com for all your informational needs.

HRPro/WEX Portal Overviews:

[Participant Portal](#) (Multi Account)

[Participant Portal](#) (HSA Only)

[Participant Portal](#) (Mobile App)

[Mobile Payments Demo](#)

[EOB Smart Scan](#)

[Adding your Benefit Card to Your Mobile Wallet](#)