



# Funding Account Changes You Should Know

CDPHP® is expanding its relationship with HealthEquity® – our preferred Health Savings Account (HSA) partner – to include health Flexible Spending Accounts (FSAs), dependent care FSAs, limited purpose health FSAs, and Health Reimbursement Arrangements (HRAs) on plans with a January 1, 2022 start date or later.

## **EMPLOYERS AND BROKER HIGHLIGHTS**

- ✓ A single platform for all account types that puts exactly what you need in one place
- ✓ Powerful integrations to ensure members enjoy a faster, smoother administrative experience
- ✓ More flexible plan designs
- ✓ An experienced HSA and consumer directed benefits administrator
- ✓ US-based member support 24/7/365
- ✓ Specialized support teams
- ✓ Designated onboarding team member for every new client
- ✓ Various payment options: debit cards, online bill-pay to providers, reimbursements, and automatic provider and member reimbursements based on CDPHP data
- ✓ Preferred pricing
- ✓ Enhanced reporting
- ✓ A library of engagement and education materials

## **IMPORTANT INFORMATION FOR EMPLOYERS**

### ▶ **HealthEquity benefit manager portal**

- ▶ HealthEquity will invoice employers directly for fees related to HRA/FSA accounts
- ▶ One-time setup fee will be waived for CDPHP clients transitioning HRA/FSA plans
- ▶ Plan documents will be generated by HealthEquity
- ▶ Non-discrimination testing included
- ▶ Claims funding required for HRA/FSA accounts
- ▶ Prefund deposit levels from 3% to 20% based on plan design and account type for HRA/FSA claims
- ▶ Debit cards not available for HRA that reimburses a percentage of each claim

- ▶ Debit cards not available on all HRA plans paired with CDPHP Copay First medical plan
- ▶ Eligible pharmacy expenses will automatically apply to HRA deductible for post-deductible HRA plans
- ▶ New onboarding process:
  - » Complete and submit to CDPHP the new **Ancillary Services Agreement** along with enrollment and FSA elections
  - » CDPHP sales representative will submit New Business notification to HealthEquity.
  - » Attend HealthEquity onboarding meeting, scheduling initiated by HealthEquity
  - » Complete HealthEquity Reimbursement Account (RA) Agreement during onboarding meeting with HealthEquity
  - » Assign broker/agency during onboarding and manage changes/permissions through employer portal (if applicable)
- ▶ CDPHP manages
  - » Grace period and runout for plans with a 2021 start date
  - » Eligibility file integration with HealthEquity
  - » FSA member elections
  - » Medical and Rx claims integration
    - Medical claims to be shared weekly
    - Rx claims to be shared bi-weekly
  - » HRA/FSA carryover file integration
  - » HRA incentive file for Healthy Direction
  - » Single Sign On (SSO) link from CDPHP portal to HealthEquity for plan participants
- ▶ HealthEquity manages
  - » Plan design and setup
  - » Account balances
  - » Billing
  - » Member welcome kits and debit cards (if applicable)
  - » Member communications and support
  - » Employer/member/mobile app portals

### **IMPORTANT INFORMATION FOR BROKERS**

- ▶ Onboarding process – existing HealthEquity groups new to CDPHP
- ▶ **Registration** process with HealthEquity
- ▶ Employers will have the option to register their broker when completing the HealthEquity RA Agreement
- ▶ HealthEquity will accept BOR letter on file with CDPHP

