




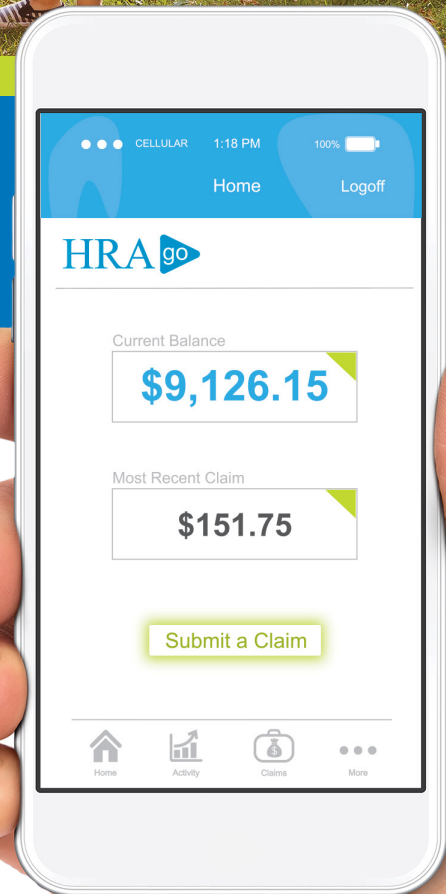
Save up Tax-free Money for Medical Bills

A funded health reimbursement arrangement for public employees in the state of Washington

- 
- Copays
 - Deductibles
 - Prescriptions
 - Dental
 - Vision
 - Orthodontia
 - Chiropractic
 - Medicare premiums
 - Retiree medical premiums

...and hundreds more

veba.org





Health Reimbursement Arrangement

An HRA is a **tax-free account** that **puts you in control** of your family's healthcare expenses¹. It's easy to use, funded through your employer, and a smart way to save up for out-of-pocket medical, dental, and vision bills, including retiree insurance premiums.



How It Helps

You might be struggling to cope with the cost of **doctor visits, prescriptions, new glasses or contacts, and braces for the kids**. Maybe you're working longer than you had expected because you can't afford medical insurance—up to \$1,000 or more per month for a retiree and spouse before age 65!

Fortunately, the **VEBA Plan**² can help. Many participants use their HRAs to reimburse **retiree insurance premiums** and the cost of medical items and services they wouldn't be able to afford otherwise. This includes things like **power chairs, hearing aids, expensive vision and dental care, and emergency medical bills**.

¹ Your HRA covers you, your spouse, and dependents, including your adult children through the end of the calendar year in which they turn age 26. ² The VEBA Plan is offered by VEBA Trust, a voluntary employees' beneficiary association (VEBA). VEBA Trust is managed by a board of trustees appointed by these founding associations: Association of Washington School Principals (AWSPP); Washington Association of School Administrators (WASA); and Washington Association of School Business Officials (WASBO).



How It Works

1. Your employer **sends tax-free money** to your HRA. Often, these funds would have otherwise been paid to you as taxable income. This means you're exchanging taxable income for tax-free money in your HRA—a *much better deal!* Your employer might also contribute funds in place of some other tax-free employee benefit.
2. You choose how you want to **invest your HRA funds** using the available fund lineup.
3. Depending on your HRA plan design³, you can **use your money right away or save it up for later**, such as during retirement. Either way, you won't pay any taxes.

HRA eligibility and funding are usually subject to collective bargaining or employer policy. Check with your employer if you need to know more about your group's participation.

Best Tax Advantage

HRAs provide the best tax advantage there is—even *better than tax-deferred 457, 403(b), and 401(k) plans!* You never pay taxes on HRA money going in or coming out.

- No income, Social Security, or Medicare taxes on contributions from your employer
- No taxes on investment earnings, if any
- No taxes on withdrawals (claims) for medical care expenses

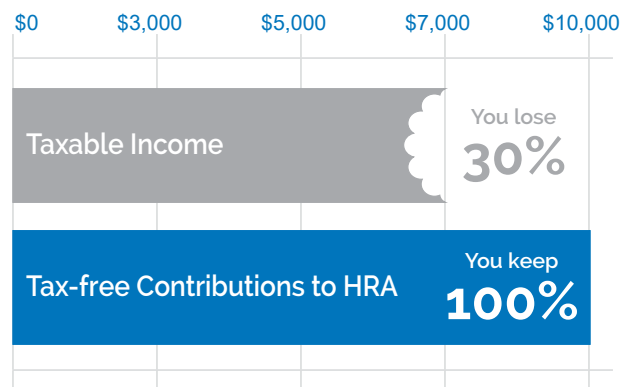
You might save up to 30% or more, depending on your individual tax situation. With no tax bite, you get to keep a lot more for yourself!



\$100 Monthly Contribution Example



\$10,000 Lump-sum Contribution Example



³ Your HRA may be subject to post-separation benefits only, or other limitations depending on your employer's plan design or any limited HRA coverage elections you may make.



Investment Options

You get to choose from a menu of available investment funds, kind of like your deferred comp or similar retirement plan. You can make changes monthly.

Option A: Choose a Pre-mix lets you pick a professionally-managed pre-mixed portfolio. This is a great choice if you're not comfortable building your own portfolio. Many investment advisors recommend pre-mixes.

Option B: Do It Yourself lets you build your own portfolio. This is for those who know how to pick their own funds.

You can get more information online, including our **Choosing Your Investment Allocation** brochure, quarterly **Investment Fund Overview**, and links to fund fact sheets and prospectuses. You should read the fund prospectuses before making an investment decision.



HRA Advantages

HRAs have several advantages compared to **health savings accounts (HSAs)** and **flexible spending accounts (FSAs)**.

- No IRS contribution limits—*contributions determined by collective bargaining or employer policy*
- Unused funds roll over—*no annual use-or-lose or carryover limits*
- Enroll in any medical plan—*no high-deductible health plan required*
- Reimburses medical premiums before and after age 65—*including Medicare and Medicare supplement premiums*





Medical Care Expenses

Qualified "medical care" expenses and premiums are defined in Section 213(d) of the Internal Revenue Code. Several common examples are listed below. There are hundreds more.

Expenses

Copays	Laser eye surgery
Deductibles	Eye glasses
Prescriptions	Contacts
Preventative care	Hearing aids
Chiropractic	Physical therapy
Dental care	CPAP machines
Orthodontia	Insulin
Vision exams	Emergency services

Premiums

Retiree medical, dental, vision
Qualified long-term care <i>(subject to IRS limits)</i>
Medicare Part B
Medicare Part D
Medicare supplement plans
TRICARE medical and dental

Survivor Benefit

If you pass away, your HRA can transfer to your surviving spouse, children, designated beneficiaries, or other eligible survivors. This is a unique survivor benefit most other HRA plans can't offer. For more information, or to name a beneficiary, log in online, click **My Profile**, then click **Beneficiaries**.





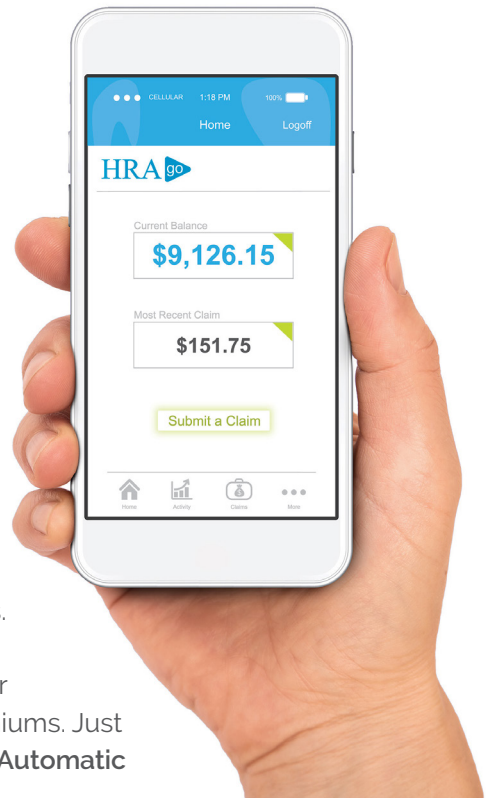
Using Your HRA

Using and managing your HRA is now easier than ever! We provide an effortless online experience and several convenient services.

- Easy **online and mobile** claims submission
- Handy mobile app, **HRAgo®**
- Free **debit card** (upon request)
- Convenient **direct deposit**
- Secure **e-statements**

Ready to file a claim? Log in online and click **Claims**, or use **HRAgo** and do it "on the go." With **HRAgo**, you can quickly snap pics of supporting documentation and submit claims right from your mobile device. We'll process your claim in about five to seven business days.

Are you a retiree? We can automatically reimburse your monthly insurance premiums, including Medicare premiums. Just log in online, click **Claims**, and then click the **Set up an Automatic Premium Reimbursement** button.



“ I like being able to take pictures of documents with my phone and send them to you when I make a claim. ”



Amazing Customer Care

We work hard to provide you with top-notch service. If you get stuck or have a question, our friendly customer care team is located in Spokane. Live representatives answer 98% of all phone calls **within 30 seconds**. You don't have to put up with annoying phone trees that get you nowhere. We're here to take good care of you and your family!

“ I never have to wait very long, and the people are knowledgeable as well as courteous. I love talking to a human! ”

MORE INFO? veba.org

QUESTIONS? 1-888-828-4953
customercare@veba.org



Fees

Your HRA is a group health plan. Plan administrative expenses include claims processing, customer service, account administration, printing, postage, legal, consulting, local servicing, auditing, etc. To cover these costs, a monthly per participant fee of \$1.50 (if claims-eligible) or \$0.75 (if not claims-eligible), plus an annualized asset-based fee that averages around 1.00%, is charged to your account. The monthly fee is waived if your account balance is more than \$5,000. In addition, a 0.25% asset-based fee discount applies to any portion of your account balance in excess of \$10,000. Your account value changes daily based on activity, which includes investment earnings or losses, contribution and claims activity, and assessment of the asset-based fee.

To the extent permitted or required by law, certain fees, assessments, or other amounts payable to the federal government may also be deducted from your account. Fund operating expenses vary by fund. You can view these fees on our quarterly **Investment Fund Overview** available online.



Customer Care Center

1-888-828-4953
customer care@veba.org

www.veba.org

Download our mobile app, HRAgo®, today!



Local Service

To learn more about the VEBA Plan, or to schedule a group presentation, contact a Gallagher office near you.



1-800-888-8322 Spokane
1-800-422-4023 Tacoma/Bellevue
1-855-565-2555 Tri-Cities

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