

Wellness Reimbursement Arrangements – Tax Advantaged Account

A Wellness Reimbursement Account is an employer-funded plan that reimburses participants for wellness related expenses. The employer can reimburse exercise classes, exercise equipment, gym membership, smoking cessation classes and much more! Offering a Wellness Reimbursement Account provides an additional benefit outside of standard health benefits which can enhance your employee’s well-being.

Participant Benefits	Employer Benefits
Participants receive money for eligible wellness expenses without making contributions and may use funds to pay for a wide range of wellness expenses not covered by their health insurance policies.	Wellness Reimbursement Accounts offer predictability, allowing employers to anticipate their approximate maximum expense for employee wellness.

How the plan works...

Eligibility

Employers determine which employees are eligible. Employees must meet the eligibility requirements of the employer's plan to be eligible to participate.

Enrollment

Eligible employees typically enroll during the annual enrollment period. Mid-year enrollments are possible when eligibility requirements (ex. new hire or qualifying event) are met.

Funding

As an employer-only funded account, the employer decides the maximum annual contribution for each employee’s Wellness Reimbursement Account and when those funds are made available.

Contributions

- Employees lose contributions if they leave the company or are terminated
- No maximum contribution limits
- Employers may set a maximum rollover limit that can be carried over from one year to the next
- Participants are not eligible to contribute to the Wellness Reimbursement Account

Eligible Expenses

The employer determines eligible expenses. Following are examples of wellness expenses: exercise classes, exercise attire, exercise shoes, exercise equipment, Gym Membership, Smoking cessation, weight loss, counseling, massage therapy and nutrition classes.

Requests and Disbursements

Participants can use their TASC card or request a reimbursement online, through the mobile app, or via paper form (mail or fax). Expense verification is required within 60 days, even if using the TASC Card.

Money In/Money Out - The participant can only be reimbursed for expenses up to the amount in their benefit account.

Plan Design Options

A Runout period applies to Wellness Reimbursement Arrangements. The employer can also elect carryover or rollover options. See below.

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| <ul style="list-style-type: none">• Determined by the employer, this allows up to 100% of the remaining balance from the previous plan year to be added to the new plan year election. |
| <ul style="list-style-type: none">• Allows unused funds at plan year end to roll forward for use in current and subsequent plan years. |
| <ul style="list-style-type: none">• Carryover all or a portion of unused funds. |
| <ul style="list-style-type: none">• Not rolled over until run out period is completed. |
| <ul style="list-style-type: none">• Employer can choose whether or not to allow carryover. |