

BAYLOR UNIVERSITY - Pre-65 Retirees Medical Insurance Program

Who is Via Benefits?

Via Benefits is one of the most experienced “private exchanges” in the nation, and it offers a large grouping of national and regional insurance carriers and plans. By using Via Benefits, Baylor is providing you with a familiar resource. Via Benefits already provides service to our post-age 65 retirees.

Their licensed benefit advisors will become your personal advocate/expert to help you select an insurance plan that truly fits your unique medical and prescription needs for a one-stop shop type of experience. They will guide you each step of the way by providing the following services:

- Individualized telephonic support to help you make an informed and confident medical plan enrollment decision;
- Education about the differences among various plans and the costs of each of those plans;
- Advice and decision making support based on your current coverage and expected future needs;
- Assistance with enrolling in medical plans; and
- Continued advocacy, as needed.

What is a Health Reimbursement Arrangement (HRA)?

An HRA is an account that may be used to offset the premium cost of individual medical plan coverage and toward reimbursement of any qualified out-of-pocket expenses (i.e., deductibles, co-pays) incurred from this coverage. Any dollars remaining in your HRA at the end of a year will roll over and can be used for eligible expenses in subsequent years. This means that you and your eligible spouse (if applicable) will have more control over the way your healthcare dollars are spent.

Via Benefits is the administrator for Baylor’s HRAs. The retiree must enroll in an insurance plan through Via Benefits to qualify for Baylor’s HRA contribution. This means that you will submit claims to Via Benefits, and they will reimburse you from your HRA. Via Benefits will mail you an HRA Guide that will help you access and manage your HRA, as well as provide claims and processing information. The HRA Guide will also include a complete listing of HRA reimbursable expenses. HRA reimbursements are NOT taxable under existing IRS regulations.

Below are the amounts that Baylor will contribute to your HRA, providing you elect coverage through Via Benefits:

Retiree Only \$2,640 (annual) (\$220 monthly equivalent)	Retiree and Spouse \$5,280 (annual) (\$440 monthly equivalent)	Retiree, Spouse, and Children \$7,920 (annual) (\$660 monthly equivalent)
--	--	---

The contributions are available to the retiree at the beginning of a calendar year, and they **apply only to the age 55-64** retirement years.

Approximately 90 days prior to retirement, assuming you have provided ample notice, you will be contacted by Via Benefits to begin the preparation and enrollment process for your new medical/prescription coverage.

Questions? Contact Via Benefits: 1-855-881-7875