

Controlling Healthcare Costs by Empowering Your Employees

Program Perks

- Savings arrangements that assist in offsetting out-of-pocket medical expenses
- Promotes member responsibility when making healthcare decisions
- Provides employers the highest level of flexibility to design a plan that works best for their company

How Do They Work?

Flexible Spending Accounts (FSAs) are employer-sponsored plans that allow employees to set aside pre-tax money for medical, dental, vision, hearing and dependant care expenses they anticipate throughout the year. **Health Reimbursement Accounts (HRAs)** are a similar type of plan that combines the best aspects of FSAs and Medical Savings Accounts into one.

Why Do They Work?

Due to rising healthcare costs, FSA and HRA consumer-directed health plans are becoming a fast-growing solution in the marketplace. Instead of insurance providers deciding how and where healthcare allowances are spent, consumers have the choice. This helps shield employers from skyrocketing claim costs while empowering employees to take control of their health by becoming more educated and proactive and having more freedom in provider selection.

Cypress Exclusives – Comprehensive Plan Offerings

- **Plan Materials**
 - Complete list of IRS eligible expenses
 - Tax savings calculation worksheet
 - Frequently asked questions
 - Complete Flex Summary Plan Document
- **Services**
 - Maintain account balances
 - Member claim processing and reimbursement
 - Weekly report of reimbursements to employer
 - Fourth quarter EE notification of balance
 - Customer service support
 - Optional annual discrimination testing
 - Optional online access to EOBs and balances
 - Optional debit card access

Adapting Benefits. Controlling Costs.

As a pioneer in consumer-directed health plans with unparalleled industry experience, Cypress Benefit Administrators offers an exclusive, comprehensive set of medical risk management tools – including **Flexible Spending/HRA Administration** – to save employers money. See why more and more companies are turning to The Cypress Solution to meet their ever-evolving needs in self-funded benefit plans.

Cypress Benefit Administrators | 877-236-0844
www.cypressbenefit.com

