



BENEFIT TIP

FEBRUARY

How Your Health Reimbursement Arrangement (HRA) Works

SOUTHERN LAND COMPANY

A Health Reimbursement Arrangement (HRA) is an employer-funded account designed to help cover your qualified healthcare expenses. The HRA works alongside your medical plan to reduce your out-of-pocket costs as you work toward meeting your annual deductible. The HRA is funded by Southern Land Company and provides tax-free reimbursements for eligible expenses, effectively lowering your out-of-pocket costs. The HRA is coordinated with your medical plan deductible.

Southern Lands HRA works in conjunction with the medical plan deductible. Blue Cross Blue Shield of Tennessee (BCBST) tracks your eligible medical and prescription drug claims, and provides automatic reimbursements for your convenience. Network providers submit claims directly to BCBST. Once you meet your initial deductible, the HRA may cover most of your remaining eligible healthcare expenses.



Employee-Only Coverage

1

Meet the Initial Deductible of **\$1,700**

2

Split Remaining balance of **\$3,300**:
Southern Land Company (75%): **\$2,475**
You (25%): **\$825**

3

Meet the **\$5,000** calendar year out-of-pocket maximum



Family Coverage

(employee + 1 or more dependents)

1

Meet the Initial Deductible of **\$3,400**

2

Split Remaining balance of **\$6,600**:
Southern Land Company (75%): **\$4,950**
You (25%): **\$1,650**

3

Meet the **\$10,000** calendar year out-of-pocket maximum

This example is for illustrative purposes only. Please note, the amounts referenced herein pertain to the in-network deductible and out-of-pocket maximum.



Automatic Reimbursement

The HRA uses automatic reimbursements for your convenience. When you receive covered services from network providers, the provider submits claims directly to BCBST. Once your initial deductible is met, the plan automatically pays the provider and pharmacy for the HRA portion of your claims - no paperwork required from you.

Please note: This information is for educational purposes only and is not intended to replace professional medical advice, diagnosis, or treatment. Always consult your healthcare provider for medical concerns. Please refer to your plan documents for specific benefit details and limitations.