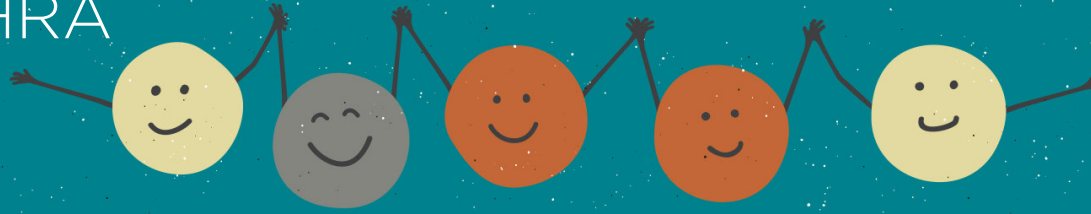


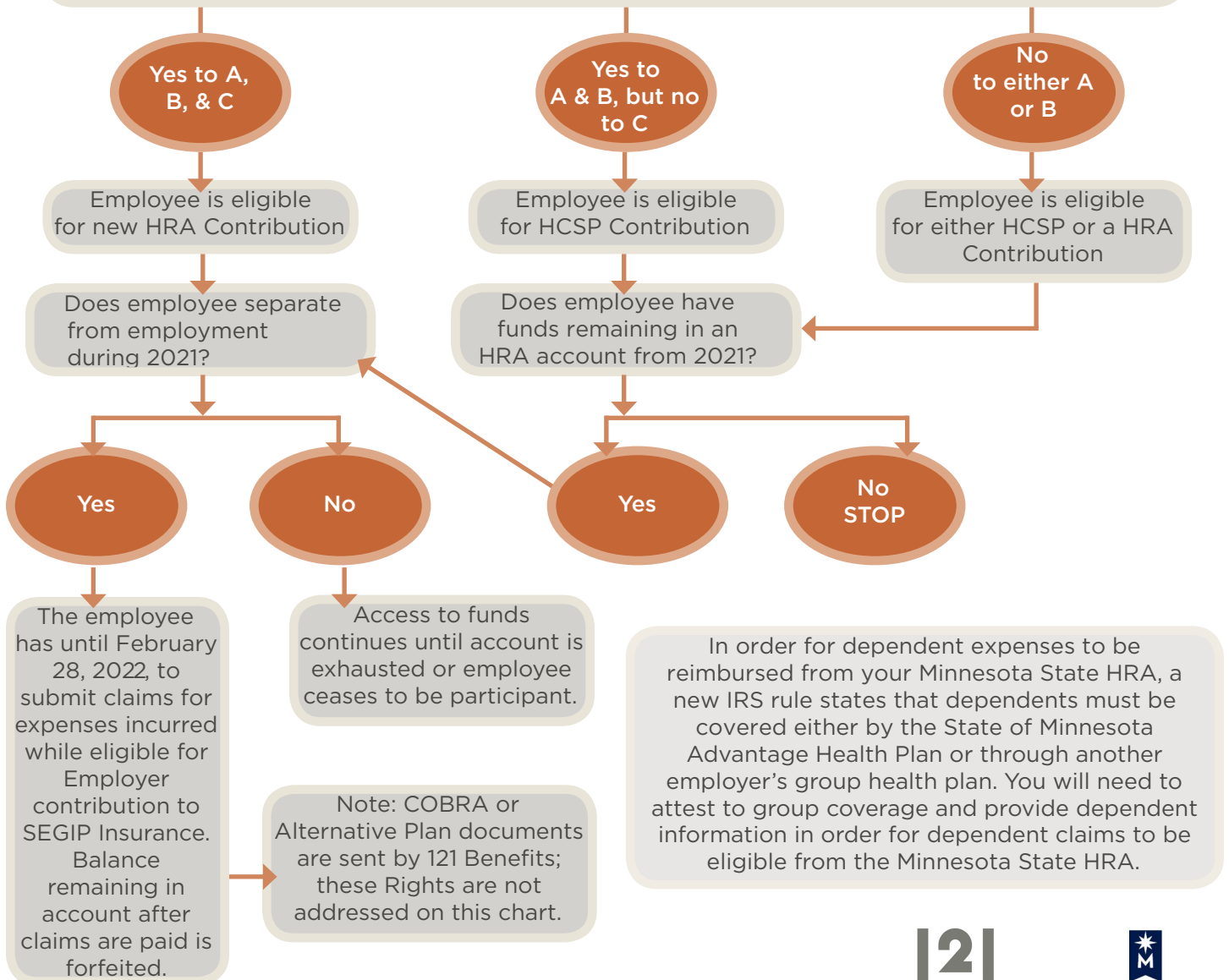
# HRA v HCSP Contributions and Potential Forfeiture of HRA Account Units 209 and 220



A guide to determining where an employees' HRA benefit will go.

## Is the employee:

- A) actively employed on January 2nd (in a position in BU 209 or 220);
- B) eligible for and receiving an employer contribution to the State's health insurance program on January 2, 2021, under terms of the IFO Agreement or Personnel Plan for Minnesota State Administrators or is receiving coverage as an eligible dependent under the Health Insurance Plan of another state employee, provided that but for such dependent coverage, the individual would be required to receive coverage under terms of the IFO or Personnel Plan agreements; and/or
- C) does the employee have an existing HRA account balance of less than \$700 after close of business December 31, 2020 (or no existing account)?



In order for dependent expenses to be reimbursed from your Minnesota State HRA, a new IRS rule states that dependents must be covered either by the State of Minnesota Advantage Health Plan or through another employer's group health plan. You will need to attest to group coverage and provide dependent information in order for dependent claims to be eligible from the Minnesota State HRA.