

Health Reimbursement Arrangement (HRA) Transition Checklist

Use this checklist for a smooth transition experience. It outlines the key transition activities you'll need to complete for the ongoing program management of your Benefits Plans by HealthEquity. Complete the tasks by the designated due dates to ensure there's no delay in your service.

| | Key Transition Activity | Due Date |
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| <input type="checkbox"/> | <p>Review our complete HRA Transition Guide as well as Key Milestones.</p> <ul style="list-style-type: none"> Client transition materials for your transition date are available for your migration wave on the Transition page of our client microsite. | ASAP |
| <input type="checkbox"/> | <p>Listen to our Transition Welcome & Kickoff Presentation available on the Support page of our client microsite.</p> | ASAP |
| <input type="checkbox"/> | <p>Add @HealthEquity.com to your listing of safe senders to ensure you'll receive our communications during and after this transition is completed.</p> <p>If your company whitelists at the IP level, see a listing of our IP addresses in the HRA Transition Guide on the Transition page of our client microsite.</p> | ASAP |
| <input type="checkbox"/> | <p>Complete and provide HRA Plan Requirements Document to assist with the plan design setup of your HRA plan.</p> <p>A copy of the HRA Plan Requirement Document to complete is available on the Support page of our client microsite.</p> | ASAP but required 75-days before Go Live date |
| <input type="checkbox"/> | <p>Provide the initial notice to your current members to notify them of the upcoming transition.</p> <ul style="list-style-type: none"> All member communications for your transition date are available for your migration wave on the Transition page of our client microsite. <p>Additional member support material, such as a QuickStart Guide - HRA, is available on the Support page of our client microsite.</p> | 60-days before Go Live date |

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| <input type="checkbox"/> | <p>Review and electronically sign your Order Form and Funding Profile (if applicable).</p> <ul style="list-style-type: none"> ▪ The Order Form outlines the terms and conditions associated with the new platform and includes the monthly administrative fees. ▪ The Funding Profile outlines the terms and payment method for all purchases, payments, and reimbursements. | <p>30-days before Go Live date</p> |
| <input type="checkbox"/> | <p>Establish your new funding needs if a new funding arrangement is required.</p> <ul style="list-style-type: none"> ▪ Provide your bank account information in your Funding Profile if HealthEquity will be performing ACH debits on your account for your new funding arrangement. ▪ Ensure you update or establish the needed bank filters for your bank. <ul style="list-style-type: none"> ○ WageWorks Bank Identification Numbers: 1943351864 AND N943351864 ▪ Provide the bank remittance instructions to your Accounts Payable Department. <ul style="list-style-type: none"> ○ MUFG UNION BANK; ABA 122000496; and Bank account 3120004394 <p>For more information on our funding arrangements or funding changes, please see your Funding Options available on the Support page of our client microsite.</p> | <p>30-days before Go Live date</p> |
| <input type="checkbox"/> | <p>Provide your members' new plan year elections to HealthEquity via your file or online through the Employer Portal.</p> <ul style="list-style-type: none"> ▪ For information on how to manually enter your members into our portal, see our Website Guide available on the Support page of our client microsite. ▪ For a template that can be used to upload your members Profile (demographic information) and Enrollment see our Template for Profile-Enrollment available on the Support page of our client microsite. | <p>30-days before Go Live date</p> |
| <input type="checkbox"/> | <p>Provide the reminder notice to your current members to notify them of the upcoming transition.</p> <p>All member communications for your transition date are available for your migration wave on the Transition page of our client microsite.</p> | <p>30-days before Go Live date</p> |

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| <input type="checkbox"/> | <p>Once enrollments are entered, you may need to establish a prefund amount with HealthEquity for your ongoing funding needs.</p> <ul style="list-style-type: none"> If a prefund is required, HealthEquity will provide an invoice for the prefund amount and the date that you will need to pay this amount or be pulled. <p>Please note: Prefunds will be required for all funding arrangements except a daily ACH debit.</p> | <p>Varies, but after enrollments are entered into our system.</p> |
| <input type="checkbox"/> | <p>Update your Plan Documents with the amendment for the new claims address.</p> <ul style="list-style-type: none"> A template for the amendment is on the Transition page of our client microsite. | <p>30-days before Go Live date</p> |
| <input type="checkbox"/> | <p>Provide the go live notice to your current members to notify them of the upcoming transition.</p> <ul style="list-style-type: none"> All member communications for your transition date are available for your migration wave on the Transition page of our client microsite. | <p>30-days before Go Live date</p> |
| <input type="checkbox"/> | <p>Provide your members' first payroll deduction/account contribution new plan year elections to HealthEquity via your file or online through the Employer Portal.</p> <ul style="list-style-type: none"> If your funds will be automatically posted for your members, review / create your Payroll Deduction Tool through our Employer Portal. <p>For more information on how to establish the Payroll Deduction Tool, please see our Website Guide available on the Support page of our client microsite.</p> <ul style="list-style-type: none"> For information on how to manually enter / adjust funding amounts for your members into our portal, see our Website Guide available on the Support page of our client microsite. For a template that can be used to upload your members Funding (contributions) amounts, see our Template for Funding available on the Support page of our client microsite. | <p>Dates may vary but will be at your first payroll of the new plan year.</p> |

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| <input type="checkbox"/> | <p>Pay your first monthly administrative invoice on our new platform as outlined in your Order Form.</p> <ul style="list-style-type: none"> ▪ Invoices for monthly administrative fees are sent out on the 23rd of the month for the number of participants as of the 20th of the month. ▪ Fees are due 30 days from the invoice date. <p>For additional information on invoice remittance instructions, see the HRA Transition Guide on the Transition page of our client microsite.</p> | <p>Invoice sent on 23rd of the month following Go Live</p> <p>Fees due 30 days following (as denoted on the invoice)</p> |
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