



Employer Perspectives on Consumer Choice

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Marketplace Activity

- i ~ 50% of all Uniprise (large account) quotes are for H.R.A, H.S.A., or both**
- i CEO/CFO involvement**
- i H.S.A. is back**
(final guidance not out, but ERISA ruling helped)
- i Total replacement is a more respectable topic**
- i Sudden – and very late – increase in interest for 1/1/05**



Marketplace Activity

Hot Topics

- ① Incentives
- ① Transparency – quality and cost
- ① ‘Account stacking’ – mostly consultant-driven
- ① Optimize all spend, not just ‘covered expense’

Losing Attention

- ① Swipe cards – fizzling until a Treasury fix
- ① Combined Rx (on HRA where a choice – HSA must do)
- ① One-size-fits-all aggregation

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II. Marketplace – What It Wants To See



▪ HSAs

- Allow a one-time rollover from an HRA to an HSA
- Allow some employer contributions to HSAs to be recouped if employee leaves early
- Do not restrict electronic categorizing to aid in tax compliance (swipe card based)
- Some employers want to have the option to restrict 213d medical allowable expenses for active employees who receive company contributions to HSA
- Allow flexibility on Rx component

▪ FSAs/HRAs

- Electronic transaction substantiation – stop requesting paper receipts

▪ **Retirees:** Increased funding opportunities

▪ **The Uninsured:** Encourage private sector partnerships and opportunities



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