

Kalamazoo College  
**2012 Dental Health Reimbursement Arrangement**

**Benefit:** Through this Dental HRA the College will provide up to \$250 per employee that may be used to pay for dental services for the employee and/ or eligible dependent(s).

**Qualified expenses:** This benefit is designed to encourage preventive (Class I) dental services, but may be applied to other non-cosmetic basic (Class II), major (Class III) and orthodontic (Class IV) services. The benefit may be used only to pay for services that are not otherwise paid or reimbursed to the employee or dependent by any dental insurance, dental benefit plan, HSA, HRA, Flex plan or other tax-advantaged account or benefit. Expenses must be incurred in 2012. There will be no carryover of unused benefit.

**Eligibility:** All benefits-eligible employees may enroll. Expenses may be incurred by the employee, spouse/domestic partner and/or children under age 26.

**Dental HRA debit card**

Each enrolled employee will receive one ID Card and one Dental HRA Debit Card. Both cards should be presented at the dentist's office at time of service. The dentist will be paid directly from the College's account, up to the available remainder of the \$250 maximum. A few dentists may be unable to accept the debit card; we recommend you inquire about this in advance of your appointment. In these instances, you will need to pay the dentist directly and submit a paid receipt to Burnham and Flower, the plan administrator, for reimbursement.

Kalamazoo College 2012 Dental HRA Enrollment

Employee full legal name \_\_\_\_\_  
First M.I. Last

Address \_\_\_\_\_

Birth date \_\_\_\_\_ Hire date \_\_\_\_\_

List all eligible dependents who may use this Dental HRA benefit. *(please print)*

Last name	First name	Birth date	Relationship (Spouse, partner or child)

Employee signature \_\_\_\_\_ Date \_\_\_\_\_