

## Show Notes – Season 5, Episode 18

### Benefit Programs Designed to Attract & Retain Employees at All Job Tiers, Updated for 2024-2025



**Reference to “Saving Money with an HRA Wrap”** from an earlier Podcast... See Benefits Executive Roundtable, Season 5, Episode 4. You can find it on any major podcast platform, or here on our website: <https://advancedbenefitconsulting.com/s5e4-saving-money-with-an-hra-wrap/>

**Benefits Executive Roundtable**  
Hosted by Dorothy Coclu, President  
Advanced Benefit Consulting

**SAVING MONEY WITH AN HRA WRAP**

**Sue Wakamoto-Lee**  
Claremont Insurance Services

**David Franklin**  
EBA&M Corporation

Health Reimbursement Accounts (HRAs) have been around for years, but suddenly, they are being looked at as a way to save considerable dollars for fully insured plans being hit with high renewal increases, particularly if you offer high benefit-level plans. By increasing your deductible and using an employer-funded HRA, you can design your HRA to mirror your original plan benefits, offer a Debit Card for easy use by your plan participants, and lower your overall health plan costs! In this podcast, Host Dorothy Coclu interviews Sue Wakamoto-Lee, Claremont Insurance Services and David Franklin, EBA&M Corporation, on how to effectively design and use a cost-effective HRA Wrap! Join us for this informative podcast!

**S5 E4**

### Referenced Section 127 Educational Assistance Programs

Section 127 of the IRS Code, allowing for Educational Assistance from employers, has been around since 1978. The Coronavirus Aid, Relief, and Economic Security (CARES) Act expanded Section 127 to **cover up to \$5,250 in employer payments for student loan repayment assistance through 2020**. The Coronavirus

Response and Relief Supplemental Appropriations (CRRSAA) Act extended the provision through the end of 2025.

- **Statute:** 26 U.S.C. § 127
- **Regulations:** 26 C.F.R. §1.127-1 & 1.127-2 (the regulations have not been updated to reflect changes in the statute)
- **IRS:** <https://www.irs.gov/newsroom/tax-benefits-for-education-information-center#:~:text=If%20your%20employer%20pays%20more,you%20must%20include%20in%20income.>
- **IRS:** Publication 15-B (2023), Employer's Tax Guide to Fringe Benefits
- **Note:** In 2024, the Consolidated Appropriations Act, 2023 will allow employers to set up matching retirement plan contributions for student loan payments

**The full webinar from which this podcast episode was created (the podcast included excerpts from this webinar) will be found on ABC's Empowered Education Center on-demand platform later in March, 2024. <https://advancedbenefitconsulting.com/empowered-education-center/>**