



Save on eligible health expenses when you get **reimbursed tax-free** by your employer.

HEALTH REIMBURSEMENT ARRANGEMENT (HRA)

A Health Reimbursement Arrangement (HRA) is an employer-sponsored program that gives employees money to pay for certain health and medical expenses. It often extends to cover dependents, too.





How HRAs work

Employers fund, own and control HRAs, which they use to offer employees extra money to pay for health expenses. The money is paid in the form of tax-free reimbursements to the employee after the employee has incurred the cost of a qualified health expense.

Employers determine the annual reimbursement amount and which health expenses are eligible. Since HRA plans can differ greatly between employers, make sure to check with your HR department for details.

Why HRA?

HRAs are a great way to reduce overall healthcare costs for employees. Some of the benefits include:

- HRAs are 100% employer funded, so employees don't have to pay in
- Reimbursements for eligible expenses are tax-free
- Improved employee health, satisfaction, productivity & personal financials

DID YOU KNOW?

Rules can vary by employer, but employees can often opt to use both a Flexible Spending Account (FSA) and an HRA.





How to use your HRA

Eligible expenses can vary, as what's covered is determined both by federal guidelines and the employer. But there are some general guidelines most employers follow with HRAs.

Many HRAs cover the costs of common health expenses, like:



Prescription medications



Annual physical exams



Mental health care



Dental and vision care

Most plans **don't** allow the funds to be used for:



Health insurance premiums



Cosmetic surgery



General health and wellness items,
like toothbrushes and
non-prescription sunglasses