

# Health Reimbursement Arrangements



This Employment Agreement is entered into between the Employer and Employee for the purpose of establishing a bona fide employment relationship and eligibility for participation in the Employer's Health Reimbursement Arrangement (HRA). Please complete all blank fields before execution.

Employer (Business Name):	
Business Address:	
Employer Name:	
Employee Name:	
Job Title:	
Employment Status:	
Compensation (hourly/salary)	
Work Schedule (hours):	
Supervisor	

**General Duties:** Employee agrees to perform assigned duties diligently and in good faith, including but not limited to administrative support, recordkeeping, scheduling, and business operations tasks. Specific duties may be updated as needed by the Employer.

**Benefits:** Employee shall be eligible to participate in the Employer's Health Reimbursement Arrangement (HRA) plan. Under this plan, the Employer may reimburse qualifying medical, dental, and vision expenses in accordance with IRS Publication 502 and the Employer's HRA Written Plan Document.

**Tax and Compliance:** Both parties acknowledge that this is a legitimate employment relationship established for business purposes. The Employee will receive payment as agreed and must substantiate eligible HRA expenses with documentation for reimbursement. The Employer will maintain all required records for IRS compliance.

Employer Signature	
Employee Signature	

# Health Reimbursement Arrangements



## A FEW EXAMPLES OF APPROVED EXPENSES

### Personal Care Items

- Dandruff shampoo (medicated)
- Foot care treatments
- Ear wax removal kits
- Nasal strips
- Blue-light glasses
- Eye drops

### Sun, Skin, & Protection

- SPF sunscreen (any form with SPF)
- Lip balm with SPF
- Makeup foundation with SPF
- Aloe vera gel
- Eczema/psoriasis creams
- Cold sore medication (Abreva)
- Poison ivy/oak treatments
- Anti-chafing balms
- Bug bite ointments
- Scar Treatment Cream
- Poison Ivy Treatment

### Dental & Vision

- Contact Lenses
- Retainer cleaning tablets
- Dentures
- Hearing aids
- Night guards
- LASIK Surgery
- Eye Patches

### Equipment & Services

- Bandages / First Aid Supplies
- Crutches, Walkers, Wheelchairs
- Massage therapy
- Anti-snoring devices
- Air purifiers
- Orthopedic pillows
- Breast Pumps / Lactation Supplies
- Baby First Aid Kits
- Physical Therapy Equipment
- Sleep Apnea Devices
- Humidifiers

# Health Reimbursement Arrangements



## A FEW MORE EXAMPLES...

### Baby & Child (Medical Only)

- Baby Monitors
- Fertility monitors
- Baby first-aid kits
- Pregnancy belts

### Diagnostic & Testing

- At-home COVID tests
- Pregnancy tests
- Genetic tests
- Blood sugar monitors

### Not Eligible

- Cosmetic Surgery
- Regular Formula
- Diapers
- Gym Memberships
- Vitamins / Supplements (unless rx)
- Childcare / Daycare

### Special Conditions

- Weight Loss Programs (prescribed)
- Service Animal (training, care)
- Home Medical Modifications
- Car Modifications
- Oxygen Saturation Monitors
- Gloves for Eczema Treatment
- TENS Unit
- N95 Masks
- Incontinence Products
- Menstrual Care Products

### Medications

- Sleep aids (melatonin)
- Dramamine (motion sickness)
- Anti-diarrheal (Imodium)
- Electrolyte Drinks
- Laxatives
- Pretty much any over the OTC meds