

Eligible Health Reimbursement Arrangement (HRA) Expenses

The HRA is an employer-funded account that is used to pay for routine wellness visits, routine prescriptions, dental, vision, and incidents or expenses that total less than \$500. Eligible expense types are pre-determined by government regulations, and CHM funds an employee's HRA amount in accordance with the employee's number of Gold membership units (1 unit receives \$3,000 per year; 2 units receive \$4,200 per year; 3 units receive \$5,400 per year).

Eligible HRA Medical Expenses

Medical Services	<ul style="list-style-type: none"> • Acupuncture • Alcohol/drug treatment • Ambulance • Chiropractic adjustments and medical testing • Deductibles and co-pays • Emergency room co-pays 	<ul style="list-style-type: none"> • Fertility treatment/drugs (please see exclusions below) • Flu shots • Hearing exams • Hospitals services • Injections and vaccinations • Office visit co-pays • Pediatric services • Podiatry services 	<ul style="list-style-type: none"> • Physical therapy • Psychological counseling • Routine physicals • Smoking cessation program • Speech therapy • Sterilization • Weight loss programs that are pre-approved and medically supervised • Well baby care
Medication	<ul style="list-style-type: none"> • Insulin/supplies 	<ul style="list-style-type: none"> • Prescription drugs 	<ul style="list-style-type: none"> • Over-the-counter drugs and medicines if prescribed by a doctor
Medical supplies & other services	<ul style="list-style-type: none"> • Blood pressure monitors • Brace/splint • Crutches 	<ul style="list-style-type: none"> • Guide dog/service animals & their care • Hearing aids/batteries 	<ul style="list-style-type: none"> • Medical alert bracelet/necklace • Walker/wheelchair
Dental services	<ul style="list-style-type: none"> • Crowns/bridges (cosmetic veneers not covered) • Dentures • Dental implants • Dental x-rays • Exams 	<ul style="list-style-type: none"> • Extractions • Fillings • Root canals • Gum treatment/periodontal maintenance • Teeth cleaning 	<ul style="list-style-type: none"> • Oral surgery • Orthodontia/Braces (monthly payments only) • Occlusal/bite guards & retainers
Vision	<ul style="list-style-type: none"> • Eye exams • Frames (up to \$300 per person, per year) 	<ul style="list-style-type: none"> • Glasses/contacts (not contact lens solution) 	<ul style="list-style-type: none"> • Lasik eye surgery • Prescription sunglasses
Lab & diagnostic fees	<ul style="list-style-type: none"> • Blood tests • Body scans 	<ul style="list-style-type: none"> • Laboratory fees • Stool analysis 	<ul style="list-style-type: none"> • Urine analysis • X-rays

Ineligible HRA Medical Expenses

The following expenses cannot be reimbursed under the HRA

- Chiropractic massage, supplements and medical equipment prescribed by a chiropractor
- Cosmetic procedures
- Hair transplants
- Hand lotions
- Health club/fitness dues
- Household help
- Illegal treatments/operations
- Prescriptions imported from outside the U.S.
- Insurance premiums
- Items & services merely beneficial to general health (i.e. Multivitamins, purell/germ-x hand sanitizers)
- Kleenex
- Medical concierge/estimates/prepayments
- Missed appointment/late fees
- Pediasure
- Personal care items (i.e. Soap, toothpaste, floss, shampoo, conditioner, deodorant, creams)
- Rogaine/Minoxidil/Propecia
- Teeth whitening/bleaching
- Toothbrush
- Treatment for varicose veins for cosmetic purposes
- Various fertility treatment types including:
 - » invitro
 - » reversal of sterilization
 - » implantation of embryos or any procedure related in any way to the manipulation of embryos
 - » uterine transplantation
 - » abortions or procedures related to abortions, abortive-related services or abortive prescriptions
- Veneers
- Vitamins/nutritional supplements