Know Your HRA Eligible and Ineligible Expenses

Wellness Incentive Plan

Eligible Expenses

BABY/CHILD TO AGE 13

- Lactation Consultant*
- Lead-Based Paint Removal
- Special Formula*
- Tuition: Special School/Teacher for Disability or Learning Disability*
- Well Baby Care

DENTAL

- Dental X-Rays
- Dentures and Bridges
- Exams and Teeth Cleaning
- Extractions and Fillings
- Gum Treatment
- Oral Surgery
- Orthodontia and Braces

EYES

- Artificial Eyes
- Eyeglasses and Contact Lenses
- Laser Eye Surgeries
- Prescription Sunglasses
- Radial Keratotomy/LASIK

HEARING

- Hearing Devices and Batteries
- Hearing Examinations

LAB EXAMS/TESTS

- Blood Tests and Metabolism Tests
- Body Scans
- Cardiographs
- Laboratory Fees
- Urine and Stool Analyses
- X-Rays

MEDICAL EQUIPMENT/SUPPLIES

- Abdominal and Back Supports*
- Air Purification Equipment*
- Arches and Orthopedic Shoes
- Contraceptive Devices
- Crutches and Wheel Chairs
- Hospital Beds
- Medic Alert Bracelet or Necklace
- Oxygen*
- Post-Mastectomy Clothing
- Prosthesis
- Splints/Casts or Support Hose*
- Syringes
- Wigs*

MEDICAL PROCEDURES/SERVICES

- Acupuncture
- Alcohol and Drug Addiction (inpatient and outpatient treatment)
- Ambulance
- Hospital Services
- Infertility Treatment
- In Vitro Fertilization
- Norplant Insertion or Removal
- Physical Examination (not employment-related)
- Reconstructive Surgery (due to a congenital defect or accident)
- Service Animals*
- Sterilization/Sterilization Reversal
- Transplants (including organ donor)
- Transportation*
- Vaccinations and Immunizations

MEDICATION

- Birth Control
- Homeopathic Medications*
- Insulin
- Prescription Drugs
- Weight Loss Drugs*

OBSTETRICS

- Lamaze Class
- Midwife Expenses
- OB/GYN Exams
- OB/GYN Prepaid Maternity Fees (reimbursable after date of birth)
- Pre- and Postnatal Treatments

PRACTITIONERS

- Allergist
- Chiropractor
- Christian Science Practitioner
- Dermatologist
- Homeopath or Naturopath*
- Osteopath
- Physician
- Psychiatrist or Psychologist

THERAPY

- Alcohol and Drug Addiction
- Counseling (not marital or career)
- Exercise*
- Hypnosis
- Massage*
- Occupational
- Physical
- Speech
- Weight Loss Programs*

Ineligible Expenses

Ineligible Expenses		
▪ Baby-sitting and Child Care* ▪ Contact Lens or Eyeglass Insurance ▪ Cosmetic Surgery/Procedures ▪ Dancing/Exercise/Fitness Programs* ▪ Diaper Service ▪ Electrolysis	▪ Exercise Equipment or Personal Trainers ▪ Hair Loss Medication ▪ Hair Transplant ▪ Health Club Dues* ▪ Insurance Premiums and Interest ▪ Long-Term Care Premiums	▪ Marriage Counseling ▪ Maternity Clothes ▪ Sunscreen ▪ Swimming Lessons ▪ Teeth Bleaching or Whitening ▪ Vitamins or Nutritional Supplements*

Note: This list is not meant to be all-inclusive. Also, expenses marked with an asterisk (*) are "potentially eligible expenses" that require a letter of medical necessity from your healthcare provider to qualify for reimbursement.