HRA

Approved-Expense Checklist

Reference list of expense categories used by the Employer's HRA. Use this alongside the HRA Written Plan Document to identify which expenses may be reimbursable. This list is illustrative, not exhaustive — confirm eligibility against the plan and current guidance.

PERSONAL CARE ITEMS

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

SUN, SKIN & PROTECTION

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

DENTAL & VISION

- [ ] Contact lenses
- [ ] Dentures
- [ ] Night guards
- [ ] Eye patches
- [ ] Retainer cleaning tablets
- [ ] Hearing aids
- [ ] LASIK surgery

EQUIPMENT & SERVICES

- [ ] Bandages / first aid supplies
- [ ] Massage therapy
- [ ] Air purifiers
- [ ] Breast pumps / lactation supplies
- [ ] Physical therapy equipment
- [ ] Humidifiers
- [ ] Crutches, walkers, wheelchairs
- [ ] Anti-snoring devices
- [ ] Orthopedic pillows
- [ ] Baby first aid kits
- [ ] Sleep apnea devices

BABY & CHILD (MEDICAL ONLY)

- [ ] Baby monitors
- [ ] Baby first-aid kits
- [ ] Fertility monitors
- [ ] Pregnancy belts

DIAGNOSTIC & TESTING

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

SPECIAL CONDITIONS

- [ ] Weight loss programs (prescribed)
- [ ] Home medical modifications
- [ ] Oxygen saturation monitors
- [ ] TENS unit
- [ ] Incontinence products
- [ ] Service animal (training, care)
- [ ] Car modifications
- [ ] Gloves for eczema treatment
- [ ] N95 masks
- [ ] Menstrual care products

MEDICATIONS

- [ ] Sleep aids (melatonin)
- [ ] Anti-diarrheal (Imodium)
- [ ] Laxatives
- [ ] Dramamine (motion sickness)
- [ ] Electrolyte drinks
- [ ] Most over-the-counter medications

NOT ELIGIBLE

- ✗ Cosmetic surgery
- ✗ Diapers
- ✗ Vitamins / supplements (unless prescribed)
- ✗ Regular formula
- ✗ Gym memberships
- ✗ Childcare / daycare

Disclaimer: The information in this document is for compliance recordkeeping purposes only and does not constitute tax, legal, or financial advice. Eligibility of specific expenses can change and depends on individual circumstances. Clients should consult with their own tax advisors. This is not a promise of qualification or a guarantee of specific outcomes.