

Wellness HRA

Have Questions?
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(Option 6)

What is a Wellness HRA?

It's a tax-deductible tool employers can use to reward employees for making healthy lifestyle choices. Employees are provided access to Health Reimbursement Arrangement (HRA) funds once specific wellness goals are met. Employers can choose what types of activities and goals to reward, and how much the reward will be.



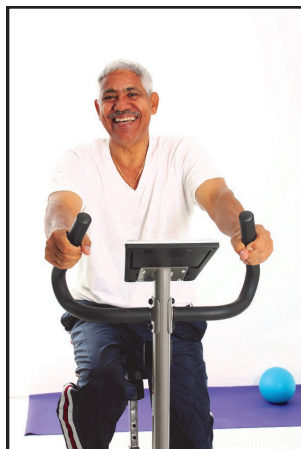
Why offer a Wellness HRA?

1. Encourages employees to:
 - ◆ Make healthier lifestyle choices
 - ◆ Complete their annual exams
 - ◆ Participate in wellness activities/goals
 - ◆ Become more educated on health issues
2. Offers a flexible financial incentive for employers to:
 - ◆ Compensate employees who already make healthy decisions
 - ◆ Reward employees who make efforts to improve their health
3. Tax-deductible to employers, and tax-free to employees

Designing a Wellness HRA:

Employer chooses:

- ◆ Which Wellness Activities and Goals to reimburse employees for
- ◆ How much HRA funding to provide per activity
- ◆ Maximum HRA funding employees can be reimbursed annually
- ◆ When the HRA funds become available
- ◆ What expenses the HRA funds can be used for
- ◆ If the Wellness HRA funds rollover from year to year



Suggested Wellness Activities and Goals:

- ◆ Annual Physical
- ◆ Dental Cleaning
- ◆ Vision Exam
- ◆ Gym Membership
- ◆ Health Risk Assessment
- ◆ Weight Loss Program
- ◆ Preventative Services
- ◆ Attending Healthy Activity Classes
- ◆ Biometric Screening
- ◆ Smoking Cessation Program
- ◆ Participation in Community Service