

## HEALTH REIMBURSEMENT ARRANGEMENT (HRA) PLAN

This Health Reimbursement Arrangement (HRA) Plan, which will be known as the "Plan", is created in accordance with [LAW/ACT] of [STATE/PROVINCE] and made effective as of [DAY] of [MONTH] of the year [YEAR] between the following parties:

[COMPANY'S NAME] (the "Company"), a company legally existing in accordance with the [LAW/ACT] of [STATE/PROVINCE] with main office located at [STREET ADDRESS] [CITY, STATE/PROVINCE] [ZIP CODE]

AND

[EMPLOYEE'S NAME] (the "Employee"), an individual employed by the Company whose place of residence is located at [STREET ADDRESS] [CITY, STATE/PROVINCE] [ZIP CODE].

### RECITALS

#### WHEREAS:

1. The Company is willing to provide the Employee medical care benefits and cover medical expenses that a typical medical policy does not cover.
2. All full-time employees will be provided with Health Reimbursements Accounts in accordance with the [LAW/ACT] of [STATE/PROVINCE] which will allow employees, their family members, and/or their dependents to be reimbursed for specific medical operations and expenditures.
3. The Employee who shall be granted a Health Reimbursement Account understands that the amount of reimbursement shall be no more than \$[AMOUNT] per calendar year while employed with the Company.
4. The Employee who shall be granted a Health Reimbursement Account understands that the amount of reimbursement for family members and/or dependents shall be no more than \$[AMOUNT] per calendar year while employed with the Company.
5. Should a medical expense or operation be needed, sufficient and valid information regarding it shall be filled up and submitted via the [SPECIFY] form provided at the [SPECIFY] department.
6. Forms related to medical expenses may be carried over to the following year until [DATE] for reimbursement by the Company.



# Hra Plan Document Template

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