
HRA Facts & Stats

Take advantage of tax-free employer dollars to keep more money in your wallet.

To learn more, call
1-800-GET-MET8.

HRA: The Facts



An HRA is an employer-funded account that can be used to reimburse a portion of your eligible out-of-pocket healthcare expenses and those of your family members.



Your employer designates a maximum specific dollar amount they'll make available to you on a quarterly basis. In addition, your employer determines qualified expenses, contribution caps and rollover rules.



You can pay for expenses with a single smart multipurpose debit card, which is connected to your account, directly through the online participant portal or submit receipts for reimbursement.

Generally, the following expenses are qualified under an HRA plan:¹

- Health insurance deductibles
- Coinsurance and co-pays
- Other expenses included in IRS Publication 502—Medical and Dental Expenses as eligible or qualified expenses
- Some insurance premiums

Qualified expenses must be incurred by you and/or eligible members of your family and take place within the benefit plan year. Check with your Human Resources department to learn more about your plan details.

HRA Facts & Stats



4.4K

is the average annual total health care out-of-pocket cost per employee.²



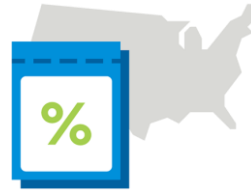
45%

of employees say financial concerns outside work are a major source of financial stress.³



55%

of employees feel employers have a responsibility for their financial well-being.³



15%

of organizations have offered HRAs over the past five years.⁴

¹ See IRS publication 502 available at <http://www.irs.gov/pub/irs-pdf/p502.pdf> for information about eligible dependents and a list of qualified expenses. In addition, there may be legislation or additional publications that may modify or expand available qualified expenses. Please refer to your employer's plan document for the latest list of qualified expenses under your plan.

² Society of Human Resource Management "Medical Plan Costs Expected to See Bigger Rise in 2023," <https://www.shrm.org/topics-tools/news/benefits-compensation/medical-plan-costs-expected-to-see-bigger-rise-2023>."

³ Data from 22nd MetLife Employee Benefit Trends Study (2024).

⁴ Data from the 2023 Society for HR Management Employee Benefits Study.

Like most group benefit programs, benefit programs offered by MetLife and its affiliates contain certain exclusions, exceptions, waiting periods, reductions of benefits, limitations and terms for keeping them in force. Nothing in these materials is intended to be, nor should be construed as, advice or a recommendation for a particular situation or individual. Any discussion of taxes is for information purposes only, does not purport to be complete or cover every situation, and should not be construed as legal, tax or accounting advice. Participants should consult with their own advisors for such advice. Federal and state laws and regulations are subject to change.