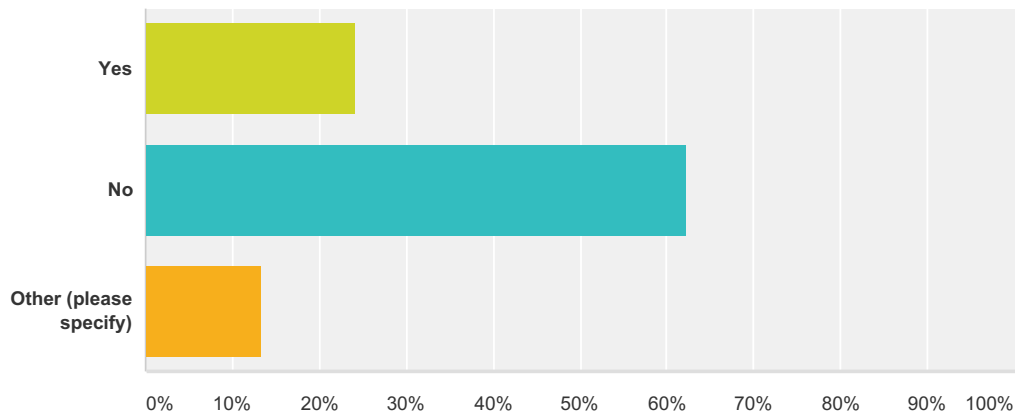


# Health Reimbursement Arrangement (HRAs)

## Q1 Did you previously or currently offer HRAs to your employees?

Answered: 358 Skipped: 1

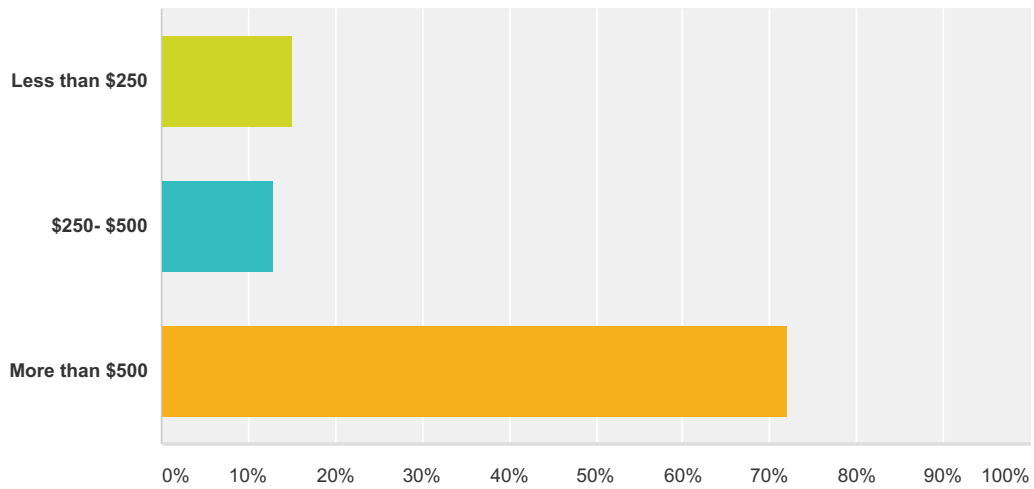


Answer Choices	Responses	
Yes	24.30%	87
No	62.29%	223
Other (please specify)	13.41%	48
<b>Total</b>		<b>358</b>

## Health Reimbursement Arrangement (HRAs)

### Q2 How much did you or currently offer your employees in an HRA?

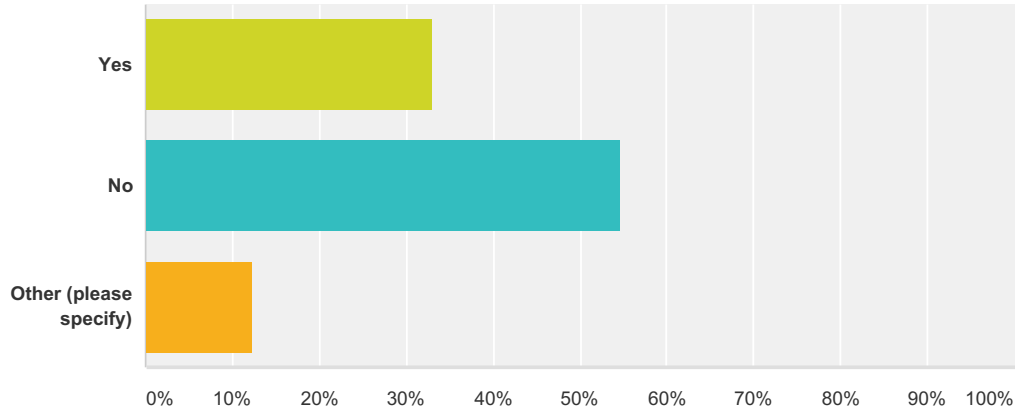
Answered: 93 Skipped: 266



Answer Choices	Responses	
Less than \$250	15.05%	14
\$250- \$500	12.90%	12
More than \$500	72.04%	67
<b>Total</b>		<b>93</b>

### Q3 Are you aware of the penalties associated with offering an HRA without a qualified health care plan?

Answered: 106 Skipped: 253

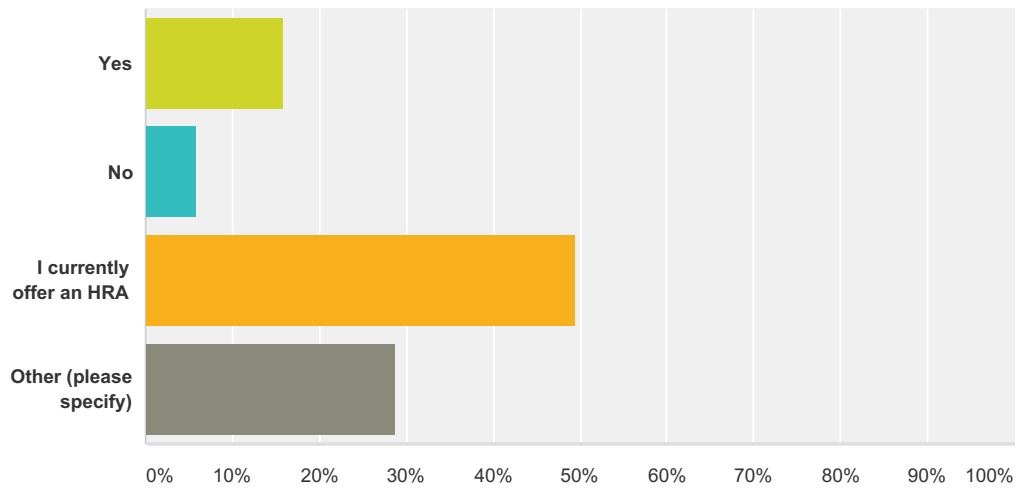


Answer Choices	Responses
Yes	33.02% 35
No	54.72% 58
Other (please specify)	12.26% 13
<b>Total</b>	<b>106</b>

# Health Reimbursement Arrangement (HRAs)

## Q4 If you no longer offer an HRA, is it due to the threat of IRS penalty?

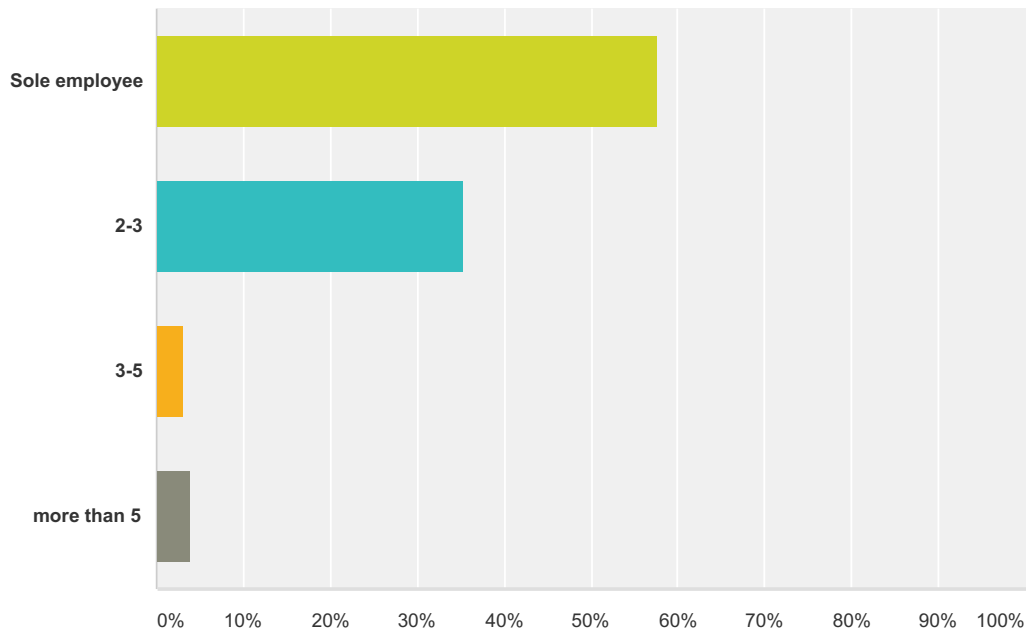
Answered: 101 Skipped: 258



Answer Choices	Responses
Yes	15.84% 16
No	5.94% 6
I currently offer an HRA	49.50% 50
Other (please specify)	28.71% 29
<b>Total</b>	<b>101</b>

**Q5 How many full time employees do you currently have, including yourself?**

Answered: 99 Skipped: 260

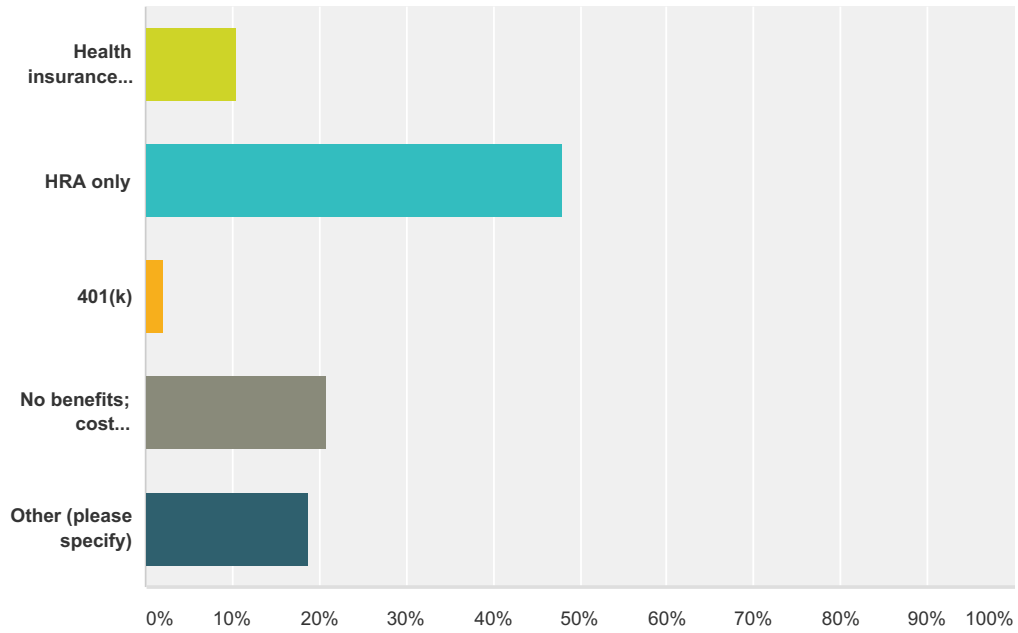


Answer Choices	Responses
Sole employee	57.58% 57
2-3	35.35% 35
3-5	3.03% 3
more than 5	4.04% 4
<b>Total</b>	<b>99</b>

Health Reimbursement Arrangement (HRAs)

**Q6 What types of benefits do you currently provide?**

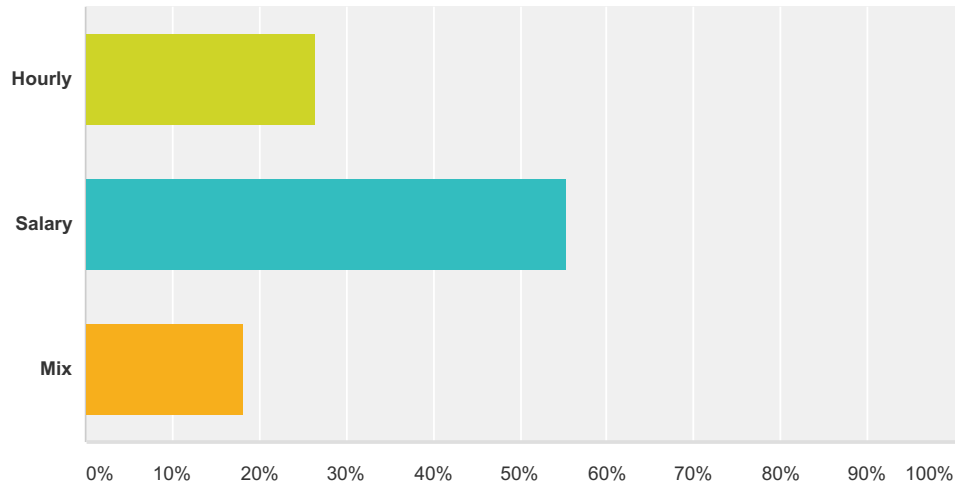
Answered: 96 Skipped: 263



Answer Choices	Responses
Health insurance without an HRA	10.42% 10
HRA only	47.92% 46
401(k)	2.08% 2
No benefits; cost prohibitive	20.83% 20
Other (please specify)	18.75% 18
<b>Total</b>	<b>96</b>

### Q7 Are your employees hourly or salary?

Answered: 83 Skipped: 276



Answer Choices	Responses	
Hourly	26.51%	22
Salary	55.42%	46
Mix	18.07%	15
<b>Total</b>		<b>83</b>

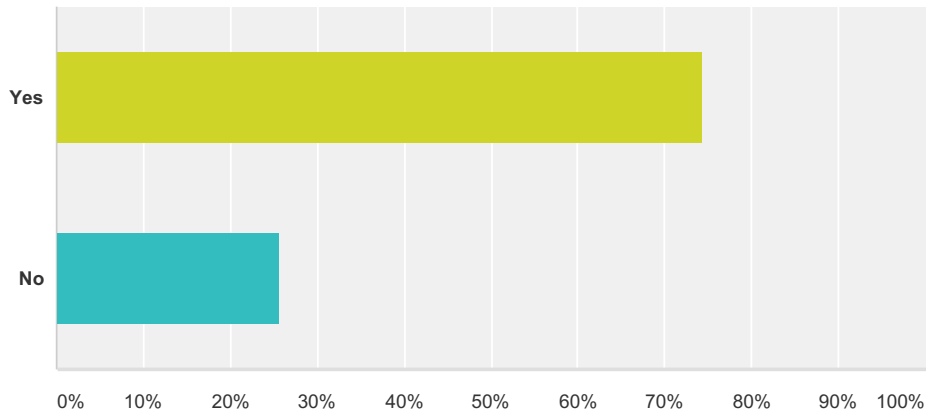
**Q8 Please share how HRAs are an effective tool for you, your business, and your employees?**

Answered: 60 Skipped: 299



### Q9 Can we share your testimonial with elected officials?

Answered: 86 Skipped: 273



Answer Choices	Responses	
Yes	74.42%	64
No	25.58%	22
<b>Total</b>		<b>86</b>

# Health Reimbursement Arrangement (HRAs)

## Q10 Please share your information

Answered: 55 Skipped: 304

Answer Choices	Responses	
First Name	98.18%	54
City, State, and Zip Code	96.36%	53
Type of business you own	98.18%	54