

Know Your Health Care FSA Eligible and Ineligible Expenses

Maximize the Value of Your Reimbursement Account - Your Health Care Flexible Spending Account (FSA) dollars can be used for a variety of out-of-pocket health care expenses that qualify as federal income tax deductions under Section 213(d) of the Internal Revenue Code ("IRC"). Health Care FSA dollars can be used to reimburse you for medical and dental expenses incurred by you, your spouse or eligible dependents (children, siblings, parents and other dependents which are defined in your Plan Documents).

IMPORTANT: Not all expenses are eligible under all plans. An employer may limit which expenses are allowable under their Health Care FSA. The following is a list of expenses currently eligible and not eligible by the Internal Revenue Service ("IRS") as deductible medical expenses. This list is not necessarily inclusive or exclusive, and may be subject to change based on regulations, IRS revenue rulings and case law. It is solely based on our current interpretation of IRC Section 213(d) and is not intended to be legal advice.

Eligible Expenses

BABY/CHILD TO AGE 13

- Lactation Consultant*
- Lead-Based Paint Removal
- Special Formula*
- Tuition: Special School/
- Teacher for Disability or
- Learning Disability*
- Well Baby /Well Child Care

DENTAL

- Dental X-Rays
- Dentures and Bridges
- Exams and Teeth Cleaning
- Extractions and Fillings
- Oral Surgery
- Orthodontia
- Periodontal Services

MEDICAL EQUIPMENT/ SUPPLIES

- Air Purification Equipment*
- Arches and Orthotic Inserts
- Contraceptive Devices
- Crutches, Walkers, Wheelchairs
- Exercise Equipment*
- Hospital Beds*
- Mattresses*
- Medic Alert Bracelet or Necklace
- Nebulizers
- Orthopedic Shoes*
- Oxygen*
- Post-Mastectomy Clothing
- Prosthetics
- Syringes
- Wigs*

MEDICATIONS

- Insulin
- Prescription Drugs

OBSTETRICS

- Breast Pumps and Lactation Supplies
- Doulas*
- Lamaze Class
- OB/GYN Exams
- OB/GYN Prepaid Maternity Fees(reimbursable after date of birth)
- Pre- and Postnatal Treatments

Eligible Expenses

EYES

- Eye Exams
- Eyeglasses and Contact Lenses
- Laser Eye Surgeries
- Prescription Sunglasses
- Radial Keratotomy

HEARING

- Hearing Aids and Batteries
- Hearing ExamsLAB

LAB EXAMS/TESTS

- Blood Tests and Metabolism Tests
- Body Scans
- Cardiograms
- Laboratory Fees
- X-Rays

MEDICAL PROCEDURES/SERVICES

- Acupuncture
- Alcohol and Drug/ Substance Abuse(inpatient treatment and outpatient care)
- Ambulance
- Fertility Enhancement and Treatment
- Hair Loss Treatment*
- Hospital Services
- Immunization
- In Vitro Fertilization
- Physical Examination (not employment-related)
- Reconstructive Surgery (due to a congenital defect, accident, or medical treatment)
- Service Animals
- Sterilization/Sterilization Reversal
- Transplants (including organ donor)
- Transportation*

PRACTITIONERS

- Allergist
- Chiropractor
- Christian Science Practitioner
- Dermatologist
- Homeopath
- Naturopath*
- Optometrist
- Osteopath
- Physician
- Psychiatrist or Psychologist

THERAPY

- Alcohol and Drug Addiction
- Counseling (not marital or career)
- Exercise Programs*
- Hypnosis
- Massage*
- Occupational
- Physical
- Smoking Cessation Programs*
- Speech
- Weight Loss Programs*

Note: This list is not meant to be exhaustive, as other expenses not specifically mentioned may also qualify. Also, expenses marked with an asterisk (*) are “potentially eligible expenses” that require a Note of Medical Necessity from your health care provider to qualify for reimbursement. For additional information, check your Summary Plan Document or contact your Plan Administrator.

The IRS does NOT allow the following expenses to be reimbursed under Health Care FSAs.

Ineligible Expenses

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| <ul style="list-style-type: none"> • Contact Lens or Eyeglass Insurance • Cosmetic Surgery/ Procedures • Electrolysis | <ul style="list-style-type: none"> • Marriage or Career Counseling • Insurance Premiums • Personal Trainers | <ul style="list-style-type: none"> • Swimming Lessons |
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Note: This list is not meant to be exhaustive.

Medicinal Over the Counter (OTC). As of January 1, 2020 eligible over-the-counter (OTC) products that are medicines or drugs (e.g., acne treatments, allergy and cold medicines, antacids, etc.) are once again eligible for reimbursement from your Health Care FSA, and there is no requirement for a physician's prescription.

Eligible Over-the-Counter Medicines and Drugs

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| <ul style="list-style-type: none"> • Acid controllers • Acne medications • Allergy & sinus • Antibiotic products • Antifungal (Foot) • Antiparasitic treatments • Antiseptics & wound cleansers • Anti-diarrheas • Anti-gas • Anti-itch & insect bite • Baby rash ointments & creams • Baby teething pain • Cold sore remedies • Contraceptives | <ul style="list-style-type: none"> • Cough, cold & flu • Denture pain relief • Digestive aids • Ear care • Eye care • Feminine antifungal & anti-itch • Fiber laxatives (bulk forming) • First aid burn remedies • Foot care treatment • Hemorrhoidal preps • Homeopathic remedies • Incontinence protection & treatment products | <ul style="list-style-type: none"> • Laxatives (non-fiber) • Medicated nasal sprays, drops, & inhalers • Medicated respiratory treatments & vapor products • Motion sickness • Oral remedies or treatments • Pain relief (includes aspirin) • Skin treatments • Sleep aids & sedatives • Smoking deterrents • Stomach remedies • Unmedicated vapor products |
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Note: This list is not meant to be exhaustive.

Non-Medicinal OTC items remain eligible for purchase with Health FSAs. You can use your benefits card for these items.

Eligible Over-the-Counter Items

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| <ul style="list-style-type: none"> • Contraceptives Unmedicated condoms • Denture Adhesives, Repair, and Cleansers PoliGrip, Benzodent, Plate Weld, Efferdent • Diabetes Testing and Aids Ascencia, One Touch, Diabetic Tussin, insulin syringes; glucose products | <ul style="list-style-type: none"> • Elastics/Athletic Treatments ACE, Futuro, elastic bandages, braces, hot/cold therapy, orthopedic supports, rib belts Eye Care Contact lens care • Family Planning Pregnancy and ovulation kits • First Aid Dressings and Supplies Band Aid, 3M Nexcare, non-sport tapes | <ul style="list-style-type: none"> • Home Health Care (limited segments) Ostomy, walking aids, decubitis/pressure relief, enteral/parenteral feeding supplies, patient lifting aids, orthopedic braces/supports, splints & casts, hydrocollators, nebulizers, electrotherapy products, catheters, unmedicated wound care, wheelchairs |
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