# Flexible Spending Account

## Eligible/Ineligible Health Care Expenses

### Health Care Expenses That Qualify for Reimbursement* Under a Flexible Spending Account (FSA) Plan

- Acupuncture (excluding remedies and treatments prescribed by acupuncturist)
- Alcoholism treatment
- Ambulance
- Artificial Limbs/teeth
- Chiropractors
- Christian science practitioner’s fees
- Contact lenses and solutions
- Copayments (doctor, dental, vision, pharmacy)
- Costs for physical or mental illness confinement
- Crutches
- Deductibles
- Dental Fees (cosmetic procedures not eligible)
- Dentures
- Diagnostic fees
- Drug and medical supplies (syringes, needles, etc.)
- Endodontist fees
- Eyeglasses prescribed by your doctor
- Eye examination fees
- Eye surgery (cataracts, LASIK, etc.)
- Hearing devices and batteries
- Home health care
- Hospital bills
- Insulin
- Laboratory fees
- Laser eye surgery
- Office visits
- Obstetrics and fertility
- Oral surgery
- Orthodontic fees
- Orthopedic devices
- Oxygen
- Periodontist fees
- Physician fees (cosmetic procedures not eligible)
- Podiatrist fees
- Prescribed medicines
- Psychiatric care
- Psychologist and psychiatrist fees
- Radiology
- Routine physicals and other non-diagnostic services or treatments
- Smoking cessation programs
- Surgical fees
- Wheelchair
- X-rays and MRI

*Only health care expenses not reimbursed by insurance can be claimed.

### Items That Require Physician’s Letter, Listing a Medical Condition (Making the Item Necessary)

- Bedpans and ring cushions
- Boost®/PediaSure®
- Foot spa
- Herbs
- Massagers/Massages
- Minerals
- Multivitamins
- Oxygen
- Reconstructive surgery in connection with birth defect, disease or accident
- Special supplements
- Special school for disabled child
- Special teeth cleaning system
- Therapeutic support gloves
- Vitamins
- Weight loss programs and fees pertaining to a specific disease
- Wigs for hair loss caused by disease

### Health Care Expenses That Do Not Qualify for Reimbursement Under an FSA Plan

- Cosmetic Surgery, procedures and/or medications
- Dental bleaching
- Hair restoration (procedures, drugs or medications)
- Health club or gym memberships for general health
- Marriage and family counseling
- Over-the-counter items, drugs or medications that are not prescribed by your physician
- Weight loss programs for general health or appearance
- Mail order prescriptions from another country
- Premiums you or your spouse pay for insurance coverage (Payroll-deducted premiums sponsored by your employer are eligible under the Premium Only Plan.)
## ELIGIBLE/INELIGIBLE OVER-THE-COUNTER (OTC) ITEMS

### OTC ITEMS THAT QUALIFY FOR REIMBURSEMENT UNDER AN (FSA) PLAN

- **Diabetes**
  - Diabetic lancets
  - Diabetic needles
  - Diabetic supplies
  - Diabetic syringes
  - Diabetic test strips
  - Glucose meters
- **Ear/Eye Care**
  - Contact lens solution
- **Personal Test Kits**
  - Cholesterol tests
  - Colorectal cancer screening tests
  - Home drug tests
  - Ovulation indicators
  - Pregnancy tests
  - Blood pressure meter
- **Health Aids**
  - Denture adhesives
  - Lice control
  - Medicated bandages
  - Adhesive or elastic bandages
  - Cold or hot compress
  - Leg or arm braces
  - Thermometers

### OTC ITEMS THAT REQUIRE PHYSICIAN’S LETTER OF MEDICAL NECESSITY

- **Foot spa**
- **Massagers**
- **Gauze and tape**
- **Airplane ear protection**
- **Gloves and masks**

### OTC ITEMS THAT REQUIRE A PRESCRIPTION AS OF JANUARY 1, 2011

- **Antiseptics**
  - Antiseptic wash or ointment for cuts or scrapes
  - Antiseptic mouthwash
  - Benzocaine swabs
  - Boric acid powder
  - First aid wipes
  - Hydrogen peroxide
  - Lodine tincture
  - Rubbing alcohol
  - Sublimed sulfur powder
- **Cold, Flu, Asthma & Allergy Meds**
  - Allergy medications
  - Bronchodilator/Expectorant tablets
  - Bronchial asthma inhalers
  - Cold relief (liquid, tablets or drops)
  - Medicated chest rub
  - Nasal decongestant spray, drops or inhalers
  - Sinus and allergy nasal spray
  - Homeopathic sinus medications
  - Sinus medications
  - Vapor patch cough suppressant
  - Saline nose drops
- **Health Aids**
  - Anti-fungal treatments
  - Diuretics and water pills
  - Hemorrhoid relief
  - Herbs
  - Minerals
  - Motion sickness tablets
  - Multivitamins
  - Respiratory stimulant ammonia
  - Saline nose drops
  - Special supplements
  - Special teeth cleaning system
  - Sleeping aids
  - Vitamins
- **Pain Relief (continued)**
  - Orajel™
  - Pain relievers, aspirin & Non-aspirin
  - Throat pain medications
- **Skin Care**
  - Acne medications
  - Anti-itch lotion
  - Bunion & Blister treatment
  - Cold sore & fever blister medications
  - Corn & Callus removal medications
  - Diaper rash ointment
  - Eczema cream
  - Medicated bath products
- **Stomach Care**
  - Acid-reducing gum, liquid & tablets
  - Anti-diarrhea medications
  - Gas prevention (liquid, tablets or drops)
  - Ipecac syrup
  - Laxatives
  - Pinworm treatment
  - Prilosec®
  - Upset stomach medications

### OTC ITEMS THAT DO NOT QUALIFY FOR REIMBURSEMENT

- **Aromatherapy**
- **Baby bottles/cups**
- **Baby oil/wipes**
- **Breast enhancement system**
- **Cosmetics**
- **Cotton swabs**
- **Dental floss**
- **Deodorants**
- **Feminine care**
- **Hair regrowth**
- **Low “carb”/calorie foods**
- **Mouthwash/Oral Care**
- **Petroleum Jelly**
- **Shampoo & Conditioner**
- **Skin care**
- **Spa salts**
- **Sun tanning products**
- **Toothbrushes**

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