

Know Your FSA Eligible and Ineligible Expenses

Use Your Health Care FSA Wisely

The Flexible Spending Account (FSA) is an IRS sanctioned benefit that allows you to use pretax dollars to cover eligible expenses. The IRS defines eligible health care expenses as amounts paid for the diagnosis, cure, mitigation or treatment of a disease, and for treatments affecting any part or function of the body. The expenses must be primarily to alleviate a physical or mental defect or illness.

Take a look at the following lists for a better understanding of what is and isn't eligible. Other expenses not specifically mentioned may also qualify (*for additional information, please call our Customer Service Department at (866) 401-5272.*)

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 Care

DENTAL

- Dental X-Rays
- Dentures and Bridges
- Exams and Teeth Cleaning
- Extractions and Fillings
- Gum Treatment
- Oral Surgery
- Orthodontia and Braces

EYES

- Artificial Eyes
- Eyeglasses and Contact Lenses
- Laser Eye Surgeries
- Prescription Sunglasses
- Radial Keratotomy/LASIK

HEARING

- Hearing Devices and Batteries
- Hearing Examinations

LAB EXAMS/TESTS

- Blood Tests and Metabolism Tests
- Body Scans
- Cardiographs
- Laboratory Fees
- Urine and Stool Analyses
- X-Rays

MEDICAL EQUIPMENT/SUPPLIES

- Abdominal and Back Supports*
- Air Purification Equipment*
- Arches and Orthopedic Shoes
- Contraceptive Devices
- Crutches and Wheel Chairs
- Exercise Equipment*
- Hospital Beds
- Mattresses*
- Medic Alert Bracelet or Necklace
- Oxygen*
- Post-Mastectomy Prosthesis
- Prosthesis
- Splints/Casts or Support Hose*
- Syringes
- Wigs*

MEDICAL PROCEDURES/SERVICES

- Acupuncture
- Alcohol and Drug Addiction (inpatient and outpatient treatment)
- Ambulance
- Hospital Services
- Infertility Treatment
- In Vitro Fertilization
- Norplant Insertion or Removal
- Physical Examination (not employment-related)
- Reconstructive Surgery (due to a congenital defect or accident)
- Service Animals*
- Sterilization/Sterilization Reversal
- Transplants (including organ donor)
- Transportation*
- Vaccinations and Immunizations

MEDICATION

- Birth Control
- Homeopathic Medications*
- Insulin
- Prescription Drugs
- Weight Loss Drugs*

OBSTETRICS

- Lamaze Class
- Midwife Expenses
- OB/GYN Exams
- OB/GYN Prepaid Hospital Fees (reimbursable after date of birth)
- Pre- and Postnatal Treatments

PRACTITIONERS

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

THERAPY

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

Note: This list is not meant to be all-inclusive. Also, expenses marked with an asterisk () are "potentially eligible expenses" that require a Letter of Medical Necessity from your health care provider to qualify for reimbursement.*

Over-the-Counter Items Now through 12/31/2010

The IRS allows certain over-the-counter (OTC) medicines to be reimbursed using your FSA dollars. Here is a brief listing of some of those items:

Eligible Over-the-Counter Items		
<ul style="list-style-type: none">Acne Treatment ProductsAllergy/Asthma/Sinus Medications: Antihistamines, Asthma Flow Meters and Nebulizers, Nasal Spray, Nasal Strips, Asthma MistAnti-arthritis: Chondroitin, GlucosamineAnti-fungal ProductsBaby Care: Diaper Rash Ointment, Pediatric Electrolyte Solutions, ThermometersCold, Cough and Flu Medications: Capsules, Drops, Rubs, SyrupsCondoms/Contraceptive DevicesDenture Care ProductsDiabetes Care: Blood Test Strips, Glucose Food, Glucose Kits, Monitors and TestersDigestive Aids/Medications : Antacids, Antidiarrheals, Lactose Intolerance Medications, LaxativesEar Care: Ear Drops, Ear Wax Removal	<ul style="list-style-type: none">Eye Care : Contact Lens Supplies, Eye Drops, Eye Patches, Reading GlassesFirst Aid Products: Analgesics, Antibiotic Ointments, Bandages, Bug Bite and Anti-Itch Medications, First Aid Kits, Gauze, Gloves, Hydrogen Peroxide, Medical Tape, Ointments, Pads and Elastic Bandages, Rubbing Alcohol, Sunburn Cream, Supports and Braces, Wart Removal Products, Wound Care ProductsFoot Care: Callous and Corn Removers, Creams, Cushions, Pads, SupportsHealth Monitors/Medical Equipment: Blood Pressure and Heart Rate Monitors, Cholesterol Tests, Crutches, Medical Bracelets and NecklacesHemorrhoid TreatmentsHomeopathic Medicines*Incontinence Supplies	<ul style="list-style-type: none">Lice and Scabies TreatmentNausea and Motion Sickness MedicationsPain and Fever Reducers: Acetaminophen, Aspirin, Heating Pads, Ibuprofen, Menstrual Cycle and Migraine Medications, Muscle/Joint Pain Relief Creams and BalmsPregnancy Products: Ovulation Monitor, Pregnancy Testing Kits, Prenatal VitaminsSmoking Cessation Products: Gum and Lozenges, Inhalers, Nicotine PatchesThermometers for AdultsToothache and Teething Pain RelieversWeight Loss Drugs (to treat a specific medical condition)*

Over-the-Counter Items Effective 1/1/2011

Employees with an FSA can no longer use their account funds to purchase OTC drugs and medicines (e.g. Advil, ibuprofen, cough syrup) unless they have a legible prescription from a physician.

If an employee has a prescription for an OTC medicine or drug, the employee must pay out of pocket at the point of sale, then submit a manual claim that includes a legible copy of a customer receipt issued by a pharmacy that reflects the date of sale and the amount of the charge along with a copy of the legible prescription when requesting reimbursement. Beginning 1/1/11, employees will not be able to use the Benny Card to purchase these items.

Employees can continue to use their FSA funds to purchase OTC items that are not considered a drug or a medicine (e.g. bandages, wound care, contact lens solution). If your company offers the use of the Benny card, these cards can continue to be used for these purchases.

Ineligible Expenses

The IRS does not allow the following expenses to be reimbursed under FSA's, as they are not prescribed by a physician for a specific ailment. *Note: This list is not meant to be all-inclusive. Also, expenses marked with an asterisk (*) are "potentially eligible expenses" that require a Letter of Medical Necessity from your health care provider to qualify for reimbursement.*

Ineligible Expenses		
<ul style="list-style-type: none">Baby-sitting and Child Care*Contact Lens or Eyeglass InsuranceCosmetic Surgery/ProceduresDancing/Exercise/Fitness Programs*Diaper ServiceElectrolysis	<ul style="list-style-type: none">Exercise Equipment or Personal TrainersHair Loss MedicationHair TransplantHealth Club Dues*Insurance Premiums and InterestLong-Term Care Premiums	<ul style="list-style-type: none">Marriage CounselingMaternity ClothesSunscreenSwimming LessonsTeeth Bleaching or WhiteningVitamins or Nutritional Supplements*

For additional information, please contact the Flex Corp Customer Service Department at (866) 401-5272.