

NOTE: The following lists represent expenses that are frequently submitted for reimbursement under health care spending accounts (HCSA). These items have been divided into two lists; expenses that are generally eligible and expenses that are generally ineligible for reimbursement under a HCSA. These lists are not intended to be exhaustive and are intended only to be used as a general guide. Consequently, expenses contained on the generally eligible list may be denied if the supporting claims documentation is insufficient or shows that the expense was incurred for services not considered medical care, such as cosmetic procedures. Conversely, expenses on the generally ineligible list may be reimbursable if the supporting claims documentation shows that the expense was incurred for medical care. Payment of claims will be based on the rules set out in the applicable regulations and plan design.

Expenses GENERALLY ELIGIBLE under Health Flexible Spending Account	
Please see comments for additional information and/or restrictions on specific items.	
Expense	Comments
Abortion	For operations that are legal
Acne treatment	Prescription and OTC
Acupuncture	For treatment of medical condition
Adoption expenses	Medical expenses incurred prior to adoption finalized if child is tax dependent
Alcoholism treatment	Inpatient, outpatient and transport to AA meetings
Allergy medications	Prescription and OTC
Alternative healers	For treatment by professionals for specific medical condition
Ambulance	
Analgesics	Prescription and OTC
Anesthesia	UNLESS for cosmetic procedures
Antacids	Prescription and OTC
Antihistamine	Prescription and OTC
Anti-itch creams	Prescription and OTC
Aspirin	For medical condition
Bandages	To cover injury or torn skin
Birth-control pills	
Blood pressure monitoring devices	
Blood sugar test items	
Body scan	For diagnostic purposes
Braille books/magazines	For visually impaired individuals but only to extent of the costs above regular printed materials
Breast Reconstruction Surgery	Following mastectomy for treatment of cancer
Carpal tunnel wrist supports	
Chelation therapy	For treatment of medical condition (lead poisoning)

Expenses **GENERALLY ELIGIBLE under Health Flexible Spending Account**

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Expense	Comments
Chiropractic care	
Christian Science practitioners	
Circumcision	
Contact lenses/Contact Supplies	
Contraceptive products and devices	Condoms, spermicidal
Co-pays	
Counseling, other than Marriage	For treatment by professionals for specific medical condition
Crutches	
Deductibles	
Dental treatment	UNLESS for cosmetic proposes
Dentures/Denture Supplies	
Diabetic supplies	
Diagnostic items/services	Tests to detect heart attack, stroke, diabetes, osteoporosis, cancer, thyroid conditions, glaucoma, etc.
Diarrhea medicine	Prescription and OTC
Drug addiction treatment	Inpatient, outpatient and transport to meetings
Egg Donor Fees	
Eye examinations	
First Aid Kit	
Flu-shots	
Glucose	
Hearing aids/batteries	
Hemorrhoid treatments	Prescription and OTC
Home health care	For nursing services
Hormone replacement therapy	For treatment of medical condition (menopause)
Hot/cold packs	For treatment of medical condition
Hypnosis	For treatment of medical condition and smoking cessation
Immunizations	
In vitro fertilization	
Incontinence supplies	
Infertility treatments	
Inpatient hospitalization services	UNLESS for cosmetic purposes or procedures
Insulin	
Laboratory fees	
Lactation treatment	For breast feeding difficulties – but not for general instruction
Lamaze classes	For instruction relating to childbirth- but not for expenses related to childrearing instruction and guidance
Laser eye surgery	
Lasik	

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Expense	Comments
Laxatives	Prescription and OTC
Lodging at hospital	For medical care
Lodging not at hospital or similar institution (hotel)	If essential to medical care and limited to \$50 per night
Massage therapy	For treatment of medical condition – use for general well-being, relaxation, etc. NOT eligible
Mastectomy bra	
Medic alert devices	Bracelet or necklace
Medical conference expenses	For expenses for conference and transportation IF conference related to a chronic disease suffered by an individual, spouse or other dependent. Expenses for lodging and meals are NOT eligible.
Medical monitoring and testing devices	Examples: blood pressure monitors, syringes, glucose kit, etc.
Medical records charges	Fees associated with transferring records to new provider
Menstrual pain relievers	Prescription and OTC
Mileage reimbursement	For travel to and from medical care (18 cents per mile for 2006; 20 cents per mile for 2007)
Nasal strips	For treatment of sinus problems and sleep apnea- but NOT for common snoring
Nicotine gum or patches	
Norplant insertion or removal	
Nursing services	
Nutritionist's expenses	For treatment by professional for specific medical condition
Obstetrical expenses	Two ways of submitting/paying claims: by reimbursing up to the full amount of the treatment, minus any previous reimbursements, once the initial treatment has begun (when applicable) or reimbursing as individual expenses are incurred.
Occlusal night guard	For prevention of teeth grinding
Operations	If legal and NOT cosmetic in nature – inpatient and outpatient
Optometrist services	
Organ donors	
Orthodontia services	Two ways of submitting/paying claims: by reimbursing up to the full amount of the treatment equal to the participant's annual election, minus any previous reimbursements, once the initial treatment has begun or reimbursing over the entire orthodontia treatment period (e.g. monthly).
Orthopedic shoes/inserts	For treatment of medical condition – but only to the extent of the cost in excess of normal shoes
Osteopath services	

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Expense	Comments
Over-the counter items	Examples of generally eligible items as generally used for medical care : Acne treatments Allergy prevention and treatment Antacid treatment Antibiotic ointments and creams Anti-diarrhea medications Anti-infection treatments Anti-itch lotions and creams Arthritis treatments Aspirin Bandages Blood pressure monitor Calcium Carpal tunnel wrist supports Chest rubs Cholesterol tests Claritin Cold and flu medications Cold sore treatments Cold/hot packs Colorectal cancer screening tests Constipation treatment Contact lens cleaning solution Cough medicines Dehydration treatment Diabetes monitors Diabetes supplies Diaper rash treatments Diuretics Ear drops Eye drops Fiber supplements Glucosamine / Chondroitin (arthritis) Headache relief Hemorrhoid treatments Incontinences supplies Joint pain Lactose intolerance products Laxatives

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Expense	Comments
	Lice treatments Medicated hand creams Medicated shampoos Menopause treatments Minerals Motion sickness Muscle pain Pain relievers Pregnancy tests Premenstrual syndrome treatment Reading glasses Scar Treatment Sinus sprays and medications Sleeping aids Smoking cessation treatments St. Johnswort Toothache treatments Wart removal treatments Yeast infection treatments
Ovulation monitor	
Oxygen	Oxygen and equipment for medical condition
Pain relievers	Prescription and OTC
Patterning exercises	
Physical examinations	
Physical therapy	
Pregnancy test kits	
Prenatal vitamins	If taken during pregnancy
Prescription drugs	For treatment of medical condition
Preventive care / screenings	
Prosthesis	
Psychiatric care	
Psychoanalysis	For treatment of medical condition
Psychotherapy	For treatment of medical condition
Radial keratotomy	
Reading glasses	
Retin-A	IF prescribed for medical condition (i.e. acne) but NOT for cosmetic purposes such as reducing wrinkles
Screening tests	Examples: hearing, vision and cholesterol tests
Seeing eye-dog	Includes expenses related to dog (food, collar, etc)
Shipping (mailing) and handling charges	For reimbursable products

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Expense	Comments
Sinus medications	Prescription and OTC
Smoking cessation products and treatment	Prescription and OTC
Speech Therapy	
Sterilization procedures	Example: hysterectomy, vasectomy
Sunburn cream and ointments	For treatment of sunburn
Taxes on medical services and products	For reimbursable services and products
Telephone consultations	
Telephone for hearing impaired	
Television for hearing impaired	
Tens Unit	For treatment of medical condition
Thermometers	
Toothache and teething pain relievers	Prescription and OTC
Tuition for special needs programs	Example: dyslexia
Ultrasound	
Varicose vein treatment	UNLESS for cosmetic purposes
Walkers	
Wart remover treatments	Prescription and OTC
Weigh-loss programs and/or drugs prescribed to induce weight loss	If weight loss program is recommended by a physician to treat an existing condition (obesity, diabetes, heart disease) and not just to improve general health
Wheelchair	
Wigs	IF hair lost due to medical condition or medical treatment
X-ray expenses	

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Expenses GENERALLY INELIGIBLE under Health Flexible Spending Account	
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Expense	Exceptions/Comments
Air conditioner	May be eligible if used to treat a specific medical condition
Air purifier	May be eligible if used to treat a specific medical condition
Automobile modifications	For physically handicapped individuals
Babysitting	
Breast pump	Only eligible if to treat or mitigate a specific medical condition
Breastfeeding classes	
Capital expenses	May be eligible if for improvements to home to accommodate physical disability
Cayenne pepper	May be eligible if used to treat a specific medical condition
Child care	
Child or newborn instruction	
COBRA premiums	Allowed only as tax deduction on personal income tax (Publication 502). Strictly prohibited under cafeteria plan regulations from being reimbursed under a health FSA (Prop. Treas. Reg. Sec. 1.125-2, Q/A 7(b)(4))
Cord blood storage	May be eligible if for use to treat a specific and imminent medical condition. "Just-in-case" storage NOT eligible
Cosmetic procedures	May be eligible if surgery is necessary to correct a deformity arising from, or directly related to, a congenital abnormality, a personal injury resulting from an accident or trauma, or disfiguring disease.
CPR classes	
Dancing Lessons	
Deodorant	

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Expense	Exceptions/Comments
Dependent care expenses	
Diaper Service	
Diet Foods	
Dietary supplements	May be eligible if used to treat a specific medical condition – Use to benefit general health NOT eligible.
DNA collection and storage	Temporary storage may qualify if collected as part of diagnosis, treatment or prevention of an existing or imminent medical condition
Doula services	
Ear piercing	
Ear plugs	May be eligible if used to treat a specific medical condition
Eggs and Embryo	Only eligible if the expenses are incurred for temporary storage, but only to the extent necessary for immediate conception only, if stored and used within the same plan year. Storage fees for undefined future conception are ineligible.
Elder care expenses	
Electrolysis	
Exercise equipment/programs	May be eligible only if prescribed by physician to treat medical condition (obesity) and only while condition exists
Experimental drugs	
Funeral expenses	
Hair removal procedures/products	
Hair transplant	
Hair treatments	
Health club memberships	May be eligible only if prescribed by physician to treat medical condition (obesity) and only while condition exists
Herbal Medicine	May be eligible if used to treat a specific medical condition
Homeopathic Medicine	May be eligible if used to treat a specific medical condition
Hot tub	May be eligible only if prescribed by physician to treat medical condition and only while condition exists
Humidifier	May be eligible if used to treat a specific medical condition
Illegal operations/treatments	
Imported drugs	
Insurance premiums	Allowed only as tax deduction on personal income tax (Publication 502). Strictly prohibited under cafeteria plan regulations from being reimbursed under a health FSA (Prop. Treas. Reg. Sec. 1.125-2, Q/A 7(b)(4))

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Expense	Exceptions/Comments
Jacuzzi	May be eligible only if prescribed by physician to treat medical condition and only while condition exists
Late payments fees	
Lead-based paint removal	For expense related to removing lead-based paint to prevent a child who has (or has had) from eating the lead-based paint.
Legal fees	May be eligible if eligible medical care could not have been provided without legal assistance
Lipsticks	
Lodging while attending a medical conference	
Long-term care premiums	
Marriage Counseling	
Maternity clothes	
Mattresses	In rare cases the expense in excess of the cost of a regular mattress may be eligible for reimbursement if prescribed by physician to treat specific medical condition
Meals	
Medical marijuana	
Medical newsletter	
Missed appointment fees	
Nail polish	
Natural Medicine	May be eligible if used to treat a specific medical condition
Nursing services for healthy baby	
Perfume	
Over-the counter items	<p>Examples of generally ineligible items as generally NOT used for medical care:</p> <ul style="list-style-type: none"> Alertness pills Baby bottles Baby formula Battery operated toothbrushes Chap stick Cold cream Cosmetics Cotton Balls Dental Floss Deodorant Diapers Diet drinks and bars

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Expense	Exceptions/Comments
	Electric toothbrush Emergency kits Energy bars/drinks Facial care creams Feminine hygiene Hair clippers Hair conditioner Hair removal products Hair restoration products Hand lotion Moisturizers Mouthwash Nail clippers Nasal wash Petroleum jelly Q-Tips Skin care products Razor Razor blades Rogaine Shampoo Soaps Shaving cream Sunglasses Sunscreen Teeth whiteners Tissue Toiletries Toothbrush Toothpaste UV protection clothing Vaseline Vitamins for well-being Warranties Weight loss foods Wrinkle reducers
Patented Medicine	May be eligible if used to treat a specific medical condition

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Expense	Exceptions/Comments
Personal trainer fees	May be eligible only if incurred for limited duration and a medical practitioner has recommended a supervised exercise regimen to treat a specific disease or injury (i.e. obesity or knee injury)
Physician retainer fee	
Prescription drug discount program fees	
Rogaine	May be eligible if for diagnosis of high blood pressure
Rubbing alcohol	May be eligible if used to treat a specific medical condition
Special foods (such as Gluten-free, not Diet foods)	Unless prescribed by a medical practitioner to treat a specific medical condition AND if the foods do not substitute for normal nutritional requirements
Special schools, educational	Expenses for mentally impaired or physically disabled individual qualify IF purpose of using the school is to relieve disability.
Special schools, residential	May be eligible if for treatment of behavioral, emotional and addictive conditions IF primary purpose of the program is medical care
Sperm, storage fees	May be eligible only if for temporary storage and use for immediate conception
Stem cell, harvesting and/or storage	May be eligible if for use to treat a specific and imminent medical condition. "Just-in-case" storage NOT eligible
Student health fee	
Sunglasses	Prescription sunglasses only are eligible
Sun Screen with SPF 30 or greater	May be eligible with the SPF details clearly stated on the receipt by a third party (e.g. pharmacy)
Swimming lessons	
Tanning salons and equipment	
Teeth whitening	
Veneers	
Vision discount programs	
Vitamins	May be eligible if used to treat a specific medical condition – but NOT for use to maintain general health

TRAVEL EXPENSES UNDER HEALTH FSA

Under certain conditions travel expenses, generally transportation and lodging may be eligible for reimbursement under a health flexible spending account (health FSA). In order for the expense to be considered for reimbursement under the health FSA per the applicable regulations, the expense must be **“primarily for and essential to medical care.”**

The basic expense substantiation requirements are a completed claim form, valid service provider receipts and transportation or lodging expense receipts. Further, in many instances, in addition to the basic expense substantiation requirements, a letter will be required from the medical provider stipulating why the travel for the individual for whom the expenses are being claimed was necessary rather than seeking the medical care locally.

TRANSPORTATION expenses that MAY qualify for reimbursement under a health FSA where primarily for and essential to medical care and whose necessity is supported by appropriate documentation include:

- Fare for bus, taxi, train, or plane.
- Ambulance service charges.
- Reimbursement of car expenses at a set mileage rate (20 cents per mile for 2007).
- Parking fees and tolls.
- Transportation expenses of parent accompanying a child who needs medical care.
- Transportation expenses of a nurse or other person who gives injections, medications, or other treatment needed by a patient who is traveling to get medical care and cannot travel alone.
- Transportation expenses of an individual who travels to visit a mentally ill dependent, if such visits are recommended as a part of treatment.

LODGING expenses that MAY qualify for reimbursement under a health FSA where primarily for and essential to medical care and whose necessity is supported by appropriate documentation include:

- Lodging (including meals) at a licensed hospital or a medical care facility related to (or equivalent to) a licensed hospital and where care is provided by a physician.
- Cost of lodging (e.g. hotel) where lodging is not provided at the licensed hospital or equivalent medical care facility where the physician provided medical care is taking place and subject to the following limitations:
 - Expenses for meals are NOT reimbursable.
 - Lodging is not extravagant or lavish under any circumstances.
 - Must be no significant element of personal pleasure, recreation, or vacation in travel away from home.
 - The maximum amount per night of lodging shall not exceed \$50.00 per individual. If a parent is traveling with a sick child, up to \$100.00 may qualify (\$50.00 per individual).

NOTE: This travel expense summary is for informational purposes only. The provision of this summary information does not guarantee reimbursement of submitted expenses under your health flexible spending account. The actual determination of the eligibility of your claim for reimbursement will be based on the rules set out in the applicable regulations, your employer’s plan design and a review of the required substantiation documentation.