

HEALTH CARE FSA REIMBURSEMENT ACCOUNT ELIGIBLE AND INELIGIBLE EXPENSES GUIDE

ELIGIBLE HEALTH CARE EXPENSES

Must be for a specific health condition

*Note: This listing is meant **only** as a guide. Claims submitted for expenses are eligible for reimbursement only if your employer's plan and IRS Guidelines allow it. IRS Guidelines are subject to change.*

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| <ul style="list-style-type: none"> • Acupuncture services • Ambulance services • Anesthesiologist's fees • Artificial limbs/teeth • Birth control pills and devices • Blood pressure monitoring devices • Bone density testing • Braille books and magazines (above the cost of regular printed material) • Childbirth preparation classes/Lamaze (Expenses for a coach, doula or significant other are not eligible. The portion of instruction not related to childbirth is not a qualified medical expense.) • Chiropractor fees • Cholesterol testing • Christian Science practitioner fees • Co-insurance, co-pay amounts and deductibles • Contact lenses and cleaning solutions • Crutches • Dental treatment (does not include cosmetic treatments such as teeth whitening, dental veneers, bonding, etc.) • Diabetic supplies (insulin, syringes, testing strips, glucometers, etc.) • Dentures • Dermatologist fees (not including fees for cosmetic procedures) • Diagnostic services • Eye examination fees • Fees associated with organ donations • Fertility treatments • Flu shots • Purchase, training and care of guide dogs or other animals used to assist people with physical disabilities | <ul style="list-style-type: none"> • Hearing aids and batteries • Home improvements for certain medical reasons • Hospital services • Immunizations/vaccinations • Laboratory fees • Laser eye correction surgery • Mileage related specifically to a medical condition (IRS Determined Rate) • Neurologist fees • Nursing services • Occlusal guards to prevent teeth grinding • Orthodontia (special reimbursement rules apply to pre-payments) • Orthopedic shoes • Optometrist fees • Osteopath fees • Prescription drugs • Psychiatrist fees • Psychoanalysis • Psychologist fees • Psychotherapist fees • Radial Keratotomy • Sleep disorder treatment • Speech therapy • Smoking cessation programs • Surgical fees (not cosmetic procedures) • Telephone, television and audio display equipment for the hearing impaired • Treatment for substance addiction • Vasectomy • Wheelchair (limitations may apply) • X-ray fees |
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INELIGIBLE HEALTH CARE EXPENSES

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| <ul style="list-style-type: none"> • Cosmetic surgery/cosmetic procedures and cosmetic prescription drugs (Rogaine, Propecia, etc.) • Dancing lessons • Dental (teeth) bleaching • Dietary supplements • Divorce expenses (even if recommended by a physician) • Ear piercing • Electrolysis or hair removal • Exercise/fitness programs and exercise equipment for general health • Expenses that have been reimbursed elsewhere or that may be reimbursable from another source • Expenses incurred outside the period of your coverage • Facelifts or similar cosmetic treatments (dermabrasion, chemical peels, etc.) • Funeral expenses • Household help | <ul style="list-style-type: none"> • Illegal treatments, operations, or drugs • Insurance premiums • Massage therapy for general health • Maternity clothes • Medical newsletters • Nutritional supplements (vitamins, herbal supplements, natural medicines, etc.) • Physical therapy treatments for general well-being • Pre-payment for services not yet provided • Prescription drug discount programs • Recliner chair • Safety glasses • Surrogate expenses • Swimming lessons • Tanning salons and equipment • Weight loss programs for general well-being |
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