

Know Your Eligible and Ineligible Expenses

Maximize the Value of Your Reimbursement Account - Your reimbursement account dollars can be used for a variety of out-of-pocket health care expenses.

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

EYES

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

HEARING

- Hearing Aids and Batteries
- Hearing Exams

LAB EXAMS/TESTS

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

OTHER

- Sales tax, shipping and handling fees (for any eligible expense)

MEDICAL EQUIPMENT/SUPPLIES

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

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*

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

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 all-inclusive, 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.

The IRS does NOT allow the following expenses to be reimbursed, as they are not prescribed by a physician for a specific ailment.

Ineligible Expenses

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| <ul style="list-style-type: none"> ■ Contact Lens or Eyeglass Discount/Insurance Programs ■ Cosmetic Surgery/Procedures ■ Electrolysis ■ Teeth Whitening | <ul style="list-style-type: none"> ■ Insurance Premiums and Interest (FSA Ineligible Only) ■ Long Term Care Premiums (FSA Ineligible Only) ■ Marriage or Career Counseling | <ul style="list-style-type: none"> ■ Personal Trainers ■ Sunscreen (SPF less than 15) ■ Swimming Lessons ■ Imported/Out of Country Mail-ordered Prescriptions |
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Note: This list is not meant to be all-inclusive.

Please Note: The IRS does not allow Over-the-Counter (OTC) medicines or drugs to be purchased unless accompanied by a prescription and the prescription is filled by a pharmacist. If you have an OTC prescription and fill this prescription at the pharmacy, you can use your benefits card for these purchases.

Ineligible OTC Medicines, Drugs and Supplements (unless prescribed in accordance with state laws)

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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-diarrheals ■ 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 ■ Naturopathic remedies |
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OTC items that are not medicines or drugs remain eligible for purchase. You can use your benefits card for these items.

Eligible OTC Items (Product categories are listed in bold face; common examples are listed in regular face.)

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| <ul style="list-style-type: none"> ■ Baby Electrolytes and Dehydration ■ Pedialyte, Enfalyte ■ 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 ■ Diagnostic Products ■ Thermometers, blood pressure monitors, cholesterol testing ■ Ear Care ■ Unmedicated ear drops, syringes, ear wax removal | <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 ■ Foot Care Treatment ■ Unmedicated corn and callus treatments (e.g., callus cushions), devices, therapeutic insoles ■ Glucosamine &/or Chondroitin ■ Osteo-Bi-Flex, Cosamin D, Flex-a-min Nutritional Supplements ■ Hearing Aid/Medical Batteries | <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, wheel chairs ■ Incontinence Products ■ Attends, Depend, GoodNites for juvenile incontinence, Prevail ■ Nasal Care ■ Saline Nasal Spray ■ Prenatal Vitamins ■ Stuart Prenatal, Nature's Bounty Prenatal Vitamins ■ Reading Glasses and Maintenance Accessories |
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For additional information, please contact Goldleaf Partners

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