

The following is a summary of common expenses for Health Care Flexible Spending Accounts (FSAs), Dependent Care Flexible Spending Accounts (FSAs) and Health Savings Accounts (HSAs). Some plans, such as Limited Purpose FSAs, restrict the eligible expenses, so please refer to your employer's Summary Plan Description (SPD) for your specific plan details.

This list is not intended to be exhaustive and should only be used as a general guide. Expenses contained in this list may be denied if the supporting claims documentation is insufficient or shows that the expense was incurred for services not considered medically necessary. Payment of claims will be based on all applicable regulations, the employer's plan design and information on the claim form. All expenses must be substantiated by information from a third party.

Due to frequent updates to the regulations governing FSAs and HSAs, this list does not guarantee reimbursement, but instead is to be utilized as a guide for the submission of claims.

ELIGIBLE CATEGORIES

Yes: The expense is eligible for reimbursement.

No: The expense is not eligible for reimbursement under any circumstance.

Yes (RX): The expense is eligible for reimbursement if a doctor's prescription has been obtained prior to purchase. A copy of the prescription will be required for FSA reimbursement. Please ensure the prescription includes number of refills/expiration date.

Yes (LM): The expense may be eligible for reimbursement if a Letter of Medical Necessity is provided to Flex. The expense must be used to treat a medical condition.

Expense	Eligible	Account
AA Meetings, transportation to	Yes	Health Care FSA, HSA
Abortion	Yes	Health Care FSA, HSA
Acne treatment	Yes	Health Care FSA, HSA
Acupuncture/Acupressure	Yes	Health Care FSA, HSA
Adaptive Equipment	Yes (LM)	Health Care FSA, HSA
Adoption Fees	No	
Adoption, Pre-Adoption Medical Expenses	Yes	Health Care FSA, HSA
Adult Daycare	Yes	Dependent Care FSA
After-School Care or Extended Day Programs	Yes	Dependent Care FCA
(Supervised activities after school)	163	Dependent Care FSA
Agency Fee	Yes	Dependent Care
(Paid in order to receive dependent care)		•
Air Conditioner	Yes (CG)	Health Care FSA, HSA
Air Purifier	Yes (CG)	Health Care FSA, HSA
Airborne	Yes	Health Care FSA, HSA
Alcoholism Treatment	Yes	Health Care FSA, HSA
Allergy Medicines	Yes	Health Care FSA, HSA
Alli	Yes (RX)	Health Care FSA, HSA
Alternative Healers	Yes (LM)	Health Care FSA, HSA
Ambulance	Yes	Health Care FSA, HSA
Analgesics	Yes	Health Care FSA, HSA





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Expense	Eligible	Account
Antacids / Acid Reducers	Yes	Health Care FSA, HSA
Anti-Arthritics	Yes	Health Care FSA, HSA
Anti-Itch Creams	Yes	Health Care FSA, HSA
Anti-Snore guards	Yes	Health Care FSA, HSA
Antibiotic Ointments	Yes	Health Care FSA, HSA
Anti-Diarrheal	Yes	Health Care FSA, HSA
Antifungal Products	Yes	Health Care FSA, HSA
Antihistamines	Yes	Health Care FSA, HSA
Arch Supports	Yes	Health Care FSA, HSA
Arm Sling	Yes	Health Care FSA, HSA
Arthritis gloves	Yes	Health Care FSA, HSA
Artificial Limbs	Yes	Health Care FSA, HSA
Arts and Crafts Fee	No	
Aspirin	Yes	Health Care FSA, HSA
Artificial Reproductive Technologies	Yes (LM)	Health Care FSA, HSA
Assisted Living	No	
Asthma Treatments	Yes	Health Care FSA, HSA
Athletic Mouth Guards	No	
Au Pair	Yes	Dependent Care FSA
Automobile Modifications	Yes (LM)	Health Care FSA, HSA
Baby Formula (Difference in cost between the special formula and regular formula will qualify)	Yes (LM)	Health Care FSA, HSA
Baby Oil	No	
Baby Powder	No	
Babysitter (Inside or outside participant's household)	Yes	Dependent Care FSA
Back-up or Emergency Care	Yes	Dependent Care FSA
Bactine	Yes	Health Care FSA, HSA
Bandages, elastic	Yes	Health Care FSA, HSA
Bandages, non-medicated	Yes	Health Care FSA, HSA
Bandages, medicated	Yes	Health Care FSA, HSA
Beds, Mattresses	Yes (LM)	Health Care FSA, HSA
Bedside Commodes	Yes	Health Care FSA, HSA





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Expense	Eligible	Account
Before-School Care or Extended Day Programs	Yes	Dependent Care FSA
(Supervised activities before school)	103	·
Biofreeze	Yes	Health Care FSA, HSA
Birth Control Pills	Yes (RX)	Health Care FSA, HSA
Birth Control Devices	Yes (RX)	Health Care FSA, HSA
Birthing Classes	Yes	Health Care FSA, HSA
Blood Storage	Yes (LM)	Health Care FSA, HSA
Blood-Pressure Monitoring Devices	Yes	Health Care FSA, HSA
Blood-Sugar Test Kits and Test Strips	Yes	Health Care FSA, HSA
Boarding School	No	
Body Scans	Yes	Health Care FSA, HSA
Breast Pumps and Supplies	Yes	Health Care FSA, HSA
Breast reconstruction Surgery (Following mastectomy)	Yes	Health Care FSA, HSA
Breathe Rite Strips	Yes	Health Care FSA, HSA
Bug Spray	No	
Caffeine Pills	No	
Calamine Lotion	Yes	Health Care FSA, HSA
Callous Removers (medicated)	Yes	Health Care FSA, HSA
Caltrate	Yes (RX)	Health Care FSA, HSA
Cane, Walking	Yes	Health Care FSA, HSA
Capital Expenses	Yes (LM)	Health Care FSA, HSA
Cardiac Therapy	Yes	Health Care FSA, HSA
Carpal Tunnel Wrist Supports	Yes	Health Care FSA, HSA
Cast Covers	Yes	Health Care FSA, HSA
Chairs, Ergonomic (Difference in cost between ergonomic chair and a regular chair would qualify)	Yes (LM)	Health Care FSA, HSA
Chairs, Reclining (Difference in cost between specialized recliner and a regular recliner would qualify)	Yes (LM)	Health Care FSA, HSA
Chauffeur	No	
Chelation Therapy	Yes	Health Care FSA, HSA
Childbirth Classes	Yes	Health Care FSA, HSA
Chiropractic Adjustments	Yes	Health Care FSA, HSA
Chondroitin	Yes	Health Care FSA, HSA





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Expense	Eligible	Account
Cialis	Yes (RX)	Health Care FSA, HSA
Circumcision	Yes	Health Care FSA, HSA
Claritin (loratadine)	Yes	Health Care FSA, HSA
Co-Payments	Yes	Health Care FSA, HSA
Cold Medicine	Yes	Health Care FSA, HSA
Cold Sore Medicine	Yes	Health Care FSA, HSA
Cold/Hot Packs	Yes	Health Care FSA, HSA
Companion Animals	Yes (LM)	Health Care FSA, HSA
Compression Stockings	Yes (RX)	Health Care FSA, HSA
Condoms	Yes	Health Care FSA, HSA
Contact Lenses	Yes	Health Care FSA, HSA
Contact Lens Solution	Yes	Health Care FSA, HSA
Controlled Substances	No	
(In violation of federal law)	1.0	
Cord Blood Storage	Yes (LM)	Health Care FSA, HSA
Corneal Ring Segments	Yes	Health Care FSA, HSA
Cosmetic Procedures	Yes (LM)	Health Care FSA, HSA
Cosmetics	No	
Cotton Balls	No	
Cough Drops/Suppressants	Yes	Health Care FSA, HSA
Counseling	Yes	Health Care FSA, HSA
CPAP Machine and Headgear	Yes	Health Care FSA, HSA
Crowns, Dental	Yes	Health Care FSA, HSA
Crutches	Yes	Health Care FSA, HSA
Custodial Care	No	
Day Camp	Yes	Dependent Care FSA
Daycare	Yes	Dependent Care FSA
(Children age 12 and under)		•
Deductibles	Yes	Health Care FSA, HSA
Decongestants	Yes	Health Care FSA, HSA
Dental Care, cosmetic	No	
Dental Floss	No	
Dental Implants	Yes	Health Care FSA, HSA
Dental Sealants	Yes	Health Care FSA, HSA





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Expense	Eligible	Account
Dental Treatment	Yes	Health Care FSA, HSA
Denture Brush	No	
Denture Cleaners	Yes	Health Care FSA, HSA
Dentures and Denture Adhesives	Yes	Health Care FSA, HSA
Diabetic Socks	Yes (RX)	Health Care FSA, HSA
(Difference in cost between special socks and regular socks will qualify)	Tes (NA)	·
Diabetic Supplies	Yes	Health Care FSA, HSA
Diagnostic Items and Services	Yes	Health Care FSA, HSA
Diaper Rash Ointments and Creams	Yes	Health Care FSA, HSA
Diapers or Diaper Service	Yes (LM)	Health Care FSA, HSA
Diarrhea Medicine	Yes	Health Care FSA, HSA
Diet Foods	No	
Dietary Supplements	Yes (RX)	Health Care FSA, HSA
Disabled Dependent, Care of	Yes	Dependent Care FSA
Disabled Qualifying Child	Yes	Dependent Care FSA
(Age 12 and under)	100	Dependent care 1970
Discount Programs	No	
Doula	Yes	Health Care FSA, HSA
Drug Addiction Treatment	Yes	Health Care FSA, HSA
Drug Overdose, treatment of	Yes	Health Care FSA, HSA
Drug Screening	Yes	Health Care FSA, HSA
Ear Piercing	No	
Ear Plugs	Yes (RX)	Health Care FSA, HSA
Ear Wax Removal Products	Yes	Health Care FSA, HSA
Eczema Lotions and Creams	Yes	Health Care FSA, HSA
Egg Donor Fees	Yes (LM)	Health Care FSA, HSA
Eggs and Embryos, storage fees	Yes (LM)	Health Care FSA, HSA
Elder Care	Yes	Dependent Care FSA
Electrolysis or Hair Removal	No	
Electrolyte Replacements	Yes (RX)	Health Care FSA, HSA
Elevator	Yes (CG)	Health Care FSA, HSA
Epsom Salt	Yes (RX)	Health Care FSA, HSA
Exercise Equipment	Yes (LM)	Health Care FSA, HSA
Exercise Programs	Yes (LM)	Health Care FSA, HSA





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Expense	Eligible	Account
Expectorants	Yes	Health Care FSA, HSA
Extended Daycare	Yes	Dependent Care FSA
Eye Drops	Yes	Health Care FSA, HSA
Eye Examinations, Eyeglasses, Equipment, Materials, and Repair	Yes	Health Care FSA, HSA
Face Creams	No	
Face Lifts	No	
Feminine Hygiene Products	Yes	
Fever-Reducing Medications	Yes	Health Care FSA, HRA, HSA
Fiber Supplements	Yes (RX)	Health Care FSA, HRA, HSA
FICA and FUTA taxes of Day-Care Provider	Yes	Dependent Care FSA
Field Trips	No	
Finance Charges	No	
First Aid Cream	Yes	Health Care FSA, HSA
First Aid Kits	Yes	Health Care FSA, HSA
Fitness Programs	Yes (LM)	Health Care FSA, HSA
Flavoring for Medication	Yes	Health Care FSA, HSA
Fluoride Rise	Yes (RX)	Health Care FSA, HSA
Flu Shots	Yes	Health Care FSA, HSA
Food	Yes (LM)	Health Care FSA, HSA
(Difference in cost between special food and regular food would qualify)	Vac	Licoth Coro FCA LICA
Foreign Countries, Medical Care Received in	Yes	Health Care FSA, HSA
Funeral Expenses	No	Livelille Const FCA LICA
Gambling Problem Treatment	Yes (LM)	Health Care FSA, HSA
Gauze Pads	Yes	Health Care FSA, HSA
Genetic Testing	Yes (LM)	Health Care FSA, HSA
Glasses	Yes	Health Care FSA, HSA
Glucosamine	Yes	Health Care FSA, HSA
Glucose-monitoring equipment	Yes	Health Care FSA, HSA
Guide dog, other service animal	Yes	Health Care FSA, HSA
Hair Colorants	No	
Hair Removal and Transplants	Yes (LM)	Health Care FSA, HSA
Hand Lotion	No	
Hand Sanitizer	Yes (RX)	Health Care FSA, HSA
Headache Medications	Yes	Health Care FSA, HSA





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Expense	Eligible	Account
Healing Ointments	Yes	Health Care FSA, HSA
Health Club Fees	Yes (LM)	Health Care FSA, HSA
Health Institute Fees	Yes (LM)	Health Care FSA, HSA
Health Screenings	Yes	Health Care FSA, HSA
Hearing Aids	Yes	Health Care FSA, HSA
Heating Pad	Yes	Health Care FSA, HSA
Hemorrhoid Treatments	Yes	Health Care FSA, HSA
Herbs	Yes (RX)	Health Care FSA, HSA
Holistic or Natural Healers	Yes(Rx)	Health Care FSA, HSA
Home Diagnostic Kits / Tests	Yes	Health Care FSA, HSA
Home Improvements	Yes (LM)	Health Care FSA, HSA
Home Medical Equipment	Yes (LM)	Health Care FSA, HSA
Homeopathic Products	Yes	Health Care FSA, HSA
Hormone Replacement Therapy (HRT)	Yes (RX)	Health Care FSA, HSA
Hospital Services	Yes	Health Care FSA, HSA
Household Help	No	
Humidifier	Yes (RX)	Health Care FSA, HSA
Hydrotherapy	Yes (LM)	Health Care FSA, HSA
Hypnosis	Yes (LM)	Health Care FSA, HSA
Hysterectomy	Yes	Health Care FSA, HSA
Illegal Operations and Treatments	No	
Immunizations	Yes	Health Care FSA, HSA
Incontinence Supplies	Yes	Health Care FSA, HSA
Insect-Bite Creams and Ointments	Yes	Health Care FSA, HSA
Insulin	Yes	Health Care FSA, HSA
In-Vitro Fertilization	Yes (LM)	Health Care FSA, HSA
Kindergarten	No	
Kleenex	No	
Lab Fees	Yes	Health Care FSA, HSA
Lactation Consultant	Yes (LM)	Health Care FSA, HSA
Lactose Intolerance Medications	Yes	Health Care FSA, HSA
Lamaze Classes	Yes	Health Care FSA, HSA
Language Training (Child with dyslexia or an otherwise disabled child)	Yes (LM)	Health Care FSA, HSA





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Expense	Eligible	Account
Laser Eye Surgery; Lasik	Yes	Health Care FSA, HSA
Laser Hair Removal	Yes (LM)	Health Care FSA, HSA
Late Fees	No	
Late Payment Fees	No	
Late Pickup Fee	No	
Latex Gloves	No	Health Care FSA, HSA
Laxatives	Yes	Health Care FSA, HSA
Lead-Based Paint Removal (Surfaces must be in poor repair and within a child's reach)	Yes	Health Care FSA, HSA
Learning Disabilities	Yes (LM)	Health Care FSA, HSA
Legal Fees (To authorize treatment for mental illness)	Yes (LM)	Health Care FSA, HSA
Levitra	Yes (RX)	Health Care FSA, HSA
Lice Treatments	Yes	Health Care FSA, HSA
Lifeline Screenings	Yes	Health Care FSA, HSA
Lifetime Care	No	·
Liquid adhesive	Yes	Health Care FSA, HSA
(For small cuts)	res	nealth Care FSA, HSA
Lodging at a Hospital or Similar Institution	Yes	Health Care FSA, HSA
Lodging, other (Up to \$50 per night)	Yes(LM)	Health Care FSA, HSA
Long-term Care Expenses	No	
Looking for Work	Yes	Dependent Care FSA
(Care that enables the employee and/or spouse to look for work)	No	
Lotions	No No	Harlib Cara ECA HCA
Lubricants	Yes (Rx)	Health Care FSA, HSA
Lumbar Support Chair Cushions	Yes	Health Care FSA, HSA
Makeup	No	
Marijuana or other Controlled Substances	No	
(In violation of federal law)	Yes (LM)	Health Care FSA, HSA
Massage Therapy	` ′	·
Mastectomy-Related Special Bras	Yes	Health Care FSA, HSA
Maternity Aids	Yes	Health Care FSA, HSA
Maternity Clothing	No No	Haralda Cara ESA 11SA
Mattresses	Yes (RX)	Health Care FSA, HSA





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Expense	Eligible	Account
Meals at a Hospital or Similar Institution	Yes	Health Care FSA, HSA
(When included in the cost of inpatient care)	163	Health Care 13A, 113A
Meals not at a Hospital or Similar Institution	No	
Meals of a Companion	No	
Mederma	Yes (RX)	Health Care FSA, HSA
Medical Alert Bracelet or Necklace	Yes	Health Care FSA, HRA, HSA
Medical Information Plan	Yes	Health Care FSA, HRA, HSA
(Plan that maintains electronic medical information)		· · ·
Medical Records Charges	Yes	Health Care FSA, HRA, HSA
Medical Services	Yes	Health Care FSA, HSA
Medical Supplies	Yes	Health Care FSA, HSA
Medicated Lip Products	Yes	Health Care FSA, HSA
Menstrual Relief	Yes	Health Care FSA, HSA
Mentally Handicapped Special Home	Yes (LM)	Dependent Care FSA
Midwives	Yes	Health Care FSA, HSA
Migraine Medications	Yes	Health Care FSA, HSA
Mileage Charged by Dependent Care Provider	Yes	Dependent Care FSA
Mileage to Bring the Dependent to Daycare	No	
Mileage Incurred Travelling for Medical Reasons	Yes	Health Care FSA, HSA
Mineral Supplements	Yes (RX)	Health Care FSA, HSA
Missed Appointment Fees	No	
Morning-After Contraceptive Pills	Yes	Health Care FSA, HSA
Motion Sickness Patches or Wristband	Yes	Health Care FSA, HSA
Motion Sickness Medications	Yes	Health Care FSA, HSA
Mouthwash	No	
Multivitamins	Yes (RX)	Health Care FSA, HSA
Nanny	Yes	Dependent Care FSA
Nasal strips or sprays	Yes	Health Care FSA, HSA
Naturopathic Care	Yes (LM)	Health Care FSA, HSA
Nebulizer	Yes	Health Care FSA, HSA
Needle Container	Yes	Health Care FSA, HSA
Neti pots	Yes	Health Care FSA, HSA
Newborn Nursing Services	No	
(Normal and healthy baby)	No	





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Nicotine gum or patches Norplant Insertion or Removal Nursing Care and Services (Private Duty Nursing) Nursing Care and Services (Private Duty Nursing) Nursing Home No Nutritional supplements No Nutritional supplements No Nutritionist Ves (LM) Health Care FSA, HSA Nutritionist Ves (LM) Health Care FSA, HSA Nutritionist Ves (LM) Health Care FSA, HSA Obstetrical Expenses Ves Health Care FSA, HSA Obstetrical Expenses Ves Health Care FSA, HSA Occlusal guards Occlusal guards Ves Health Care FSA, HSA Occlusal guards Ves Health Care FSA, HSA Occlusal guards Occupational Therapy Ves Health Care FSA, HSA Online or Telephone Consultation (Medical practitioner's fee) Ves Health Care FSA, HSA Operations Ves Health Care FSA, HSA Operations Ves Health Care FSA, HSA Operations Ves Health Care FSA, HSA Oral Care Products (e.g., Anbasol, Orajel) Ves Health Care FSA, HSA Orthodontia Yes Health Care FSA, HSA Orthodontia Yes Health Care FSA, HSA Orthodontia Yes Health Care FSA, HSA Orthodentia Yes Health Care FSA, HSA Oven-the-Counter-Medications Yes Health Care FSA, HSA	Expense	Eligible	Account
Nursing Care and Services (Private Duty Nursing) Nursing Home No Nutritional supplements Yes (RX) Health Care FSA, HSA Nutritionist Yes (LM) Health Care FSA, HSA Obstetrical Expenses Yes Health Care FSA, HSA Occlusal guards Yes Health Care FSA, HSA Occupational Therapy Yes Health Care FSA, HSA Occupational Therapy Yes Health Care FSA, HSA Online or Telephone Consultation Yes Health Care FSA, HSA Operations Yes Health Care FSA, HSA Operations Yes Health Care FSA, HSA Operations Yes Health Care FSA, HSA Optometrist Yes Health Care FSA, HSA Oral Care Products (e.g. Anbesol, Orajel) Yes Health Care FSA, HSA Orthodontia Yes Health Care FSA, HSA Orthodontian Yes Health Care FSA, HSA Overnight Camp No Over-the-Counter-Medications Yes Health Care FSA, HSA Overnight Camp No Ovaliation Monitor Yes Health Care FSA, HSA Oxygen and Equipment Yes Health Care FSA, HSA Parking Fees and Tolls (Related to medical care received) Yes Health Care FSA, HSA Pedialyte Yes (RX) Health Care FSA, HSA Pedialyte Yes Health Care FSA, HSA Pedialyte Yes Health Care FSA, HSA Pediculicide (e.g. Nix, Rid) Perfume No	Nicotine gum or patches	Yes	Health Care FSA, HSA
Private Duty Nursing Nealth Care FSA, HSA	Norplant Insertion or Removal	Yes	Health Care FSA, HSA
No Nursing No Nursing No Nursing No Nursing Home No Nursing Home No Nursing Home No Nursing Home No Health Care FSA, HSA Nutritionist Yes (LM) Health Care FSA, HSA Nutritionist Yes (LM) Health Care FSA, HSA Obstetrical Expenses Yes Health Care FSA, HSA Occlusal guards Yes Health Care FSA, HSA Occupational Therapy Yes Health Care FSA, HSA Online or Telephone Consultation Yes Health Care FSA, HSA Online or Telephone Consultation Yes Health Care FSA, HSA Operations Yes Health Care FSA, HSA Orthodotia Yes Health Care FSA, HSA Over-the-Counter-Medications Yes Health Care FSA, HSA Over-the-Counter-Med	Nursing Care and Services	Ves (LM)	Health Care ESA HSA
Nutritional supplements Nutritionist Nutritionist Yes (LM) Health Care FSA, HSA Obstetrical Expenses Yes Health Care FSA, HSA Occlusal guards Yes Health Care FSA, HSA Occupational Therapy Yes Health Care FSA, HSA Oline or Telephone Consultation (Medical practitioner's fee) Operations Optometrist Yes Health Care FSA, HSA Optometrist Yes Health Care FSA, HSA Oral Care Products (e.g. Anbesol, Orajel) Orthodontia Yes Health Care FSA, HSA Orthopedic Shoes (Excess cost between orthopedic shoes and regular shoes will qualify) Orthotic Inserts (Custom-made and over-the-counter) Osteopath Fees Yes Health Care FSA, HSA Over-ribe-Counter-Medications Yes Health Care FSA, HSA Overnight Camp No Ovulation Monitor Yes Health Care FSA, HSA Oxygen and Equipment Yes Health Care FSA, HSA Pain Relievers Yes Health Care FSA, HSA Pedialyte Yes (RX) Health Care FSA, HSA Health Care FSA, HSA Pedialyte Yes Health Care FSA, HSA Health Care FSA, HSA No Pediculicide (e.g. Nix, Rid) Perfume No Pefulculicide (e.g. Nix, Rid) Perfume No Pess Health Care FSA, HSA Prefume No Peefulme No Pess Health Care FSA, HSA Perfume No Pess Health Care FSA, HSA Peefulme No Health Care FSA, HSA Health		Tes (LIVI)	Health Care 13A, 113A
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Obstetrical Expenses Yes Health Care FSA, HSA Occlusal guards Yes Health Care FSA, HSA Occupational Therapy Yes Health Care FSA, HSA Online or Telephone Consultation (Medical practitioner's fee) Yes Health Care FSA, HSA Operations Yes Health Care FSA, HSA Opprations Yes Health Care FSA, HSA Opprations Yes Health Care FSA, HSA Opprations Yes Health Care FSA, HSA Opprometrist Yes Health Care FSA, HSA Oral Care Products (e.g. Anbeso), Orajel) Yes Health Care FSA, HSA Orthodontia Yes Health Care FSA, HSA Orthodontia Yes Health Care FSA, HSA Orthopedic Shoes Yes (RX) Health Care FSA, HSA (Excess cost between orthopedic shoes and regular shoes will qualify) Yes Health Care FSA, HSA Orthotic Inserts Yes Health Care FSA, HSA (Lexes cost between orthopedic shoes and regular shoes will qualify) Yes Health Care FSA, HSA Over-the-Counter-Medications Yes Health Care FSA, HSA Over-the-Counter-Medications Yes Health Care FSA, HSA Overight Camp No Yes Health Care FSA, HSA Oxygen and Equipmen	Nutritional supplements	Yes (RX)	Health Care FSA, HSA
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Perfume No No	· -	Yes (LM)	Health Care FSA, HSA
		` '	,
	Peroxide	Yes	Health Care FSA, HSA





ELIGIBLE CATEGORIES

Yes: The expense is eligible for reimbursement.

No: The expense is not eligible for reimbursement under any circumstance.

Yes (RX): The expense is eligible for reimbursement if a doctor's prescription has been obtained prior to purchase. A copy of the prescription will be required for FSA reimbursement. Please ensure the prescription includes number of refills/expiration date.

Yes (LM): The expense may be eligible for reimbursement if a Letter of Medical Necessity is provided to Flex. The expense must be used to treat a medical condition.

Expense	Eligible	Account
Personal Grooming Items	No	
Personal Trainer Fees	Yes (LM)	Health Care FSA, HSA
Physical Exams	Yes	Health Care FSA, HSA
Physical therapy	Yes	Health Care FSA, HSA
Pillows; Lumbar Support	Yes (LM)	Health Care FSA, HSA
Placement Fees	No	
(For finding a dependent care provider)	INO	
Pregnancy Aids	Yes	Health Care FSA, HSA
Pregnancy test Kits	Yes	Health Care FSA, HSA
Prenatal Vitamins	Yes	Health Care FSA, HSA
(Receipt must indicate prenatal vitamins)		
Prepaid Fees for Dependent Care	Yes	Dependent Care FSA
(Cannot be reimbursed until care is provided)	V	Danamalant Cana FCA
Preschool/Nursery school	Yes	Dependent Care FSA
Prescription Drug Discount Programs	No	
Prescription Drugs/Medicines	Yes	Health Care FSA, HSA
Prescription Drugs/Medicines	No	
(Obtained from other countries)		
Preventive Care Screenings	Yes	Health Care FSA, HSA
Probiotics	Yes (RX)	Health Care FSA, HSA
Product Replacement Plans/Warranties	No	
Propecia	Yes (LM)	Health Care FSA, HSA
Prosthesis	Yes	Health Care FSA, HSA
Psychiatric Care	Yes	Health Care FSA, HSA
Psychoanalysis	Yes	Health Care FSA, HSA
Psychological Care	Yes	Health Care FSA, HSA
Q-tips	No	
Radon Mitigation	Yes (LM)	Health Care FSA, HSA
Reading Glasses	Yes	Health Care FSA, HSA
Recliner Chairs), (1.5.4)	
(Difference in cost between specialized recliner and a regular recliner would qualify)	Yes (LM)	Health Care FSA, HSA
Reflexology	Yes (LM)	Health Care FSA, HSA
Registration Fee	Yes	Dependent Care FSA
(Cannot be reimbursed until care is provided)	. 55	





ELIGIBLE CATEGORIES

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Yes (LM): The expense may be eligible for reimbursement if a Letter of Medical Necessity is provided to Flex. The expense must be used to treat a medical condition.

Expense	Eligible	Account
Relative	Yes	Dependent Care FSA
(Payments to a relative for dependent care)	163	Dependent Care F3A
Retin-A	Yes (LM)	Health Care FSA, HSA
Rogaine	Yes (LM)	Health Care FSA, HSA
Rubbing alcohol	Yes	Health Care FSA, HSA
Safety Glasses	No	Health Care FSA, HSA
Schools and Education, Residential	Yes (LM)	Health Care FSA, HSA
Schools and Education, Special	Yes (LM)	Health Care FSA, HSA
Screening Tests	Yes	Health Care FSA, HSA
Security System for the Home	No	
Seeing-Eye Dog/Other Service Animal	Yes	Health Care FSA, HSA
Self-Employment	Yes	Dependent Care FSA
(Dependent care expense incurred in connection with)	N.	·
Shampoos	No	
Shaving cream or lotion	No	
Shipping and Handling Fees	Yes	Health Care FSA, HSA
Sick employee (Payments to dependent care provider when sick employee stays home)	Yes	Dependent Care FSA
Sick-Child Facility	Yes	Dependent Care FSA
Sinus Medications	Yes	Health Care FSA, HSA
Sleep Aids	Yes	Health Care FSA, HSA
Smoking-Cessation Medications	Yes	Health Care FSA, HSA
Smoking-Cessation Programs	Yes	Health Care FSA, HSA
Soaps	No	·
Special Foods (Difference in cost between special food and regular food would qualify)	Yes (RX)	Health Care FSA, HSA
Speech Therapy	Yes (LM)	Health Care FSA, HSA
Sperm Storage Fees	Yes (LM)	Health Care FSA, HSA
Spermicidal Foam	Yes	Health Care FSA, HSA
Spouse of Employee	No	,
(Payments to a spouse for dependent care)	INO	
Stem Cell Harvesting and/or Storage	Yes (LM)	Health Care FSA, HSA
Sterilization Procedures	Yes	Health Care FSA, HSA
Sterilization Reversal	Yes	Health Care FSA, HSA
St. Johns Wort	Yes	Health Care FSA, HSA





ELIGIBLE CATEGORIES

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Yes (LM): The expense may be eligible for reimbursement if a Letter of Medical Necessity is provided to Flex. The expense must be used to treat a medical condition.

Expense	Eligible	Account
Student Health Fee	No	
Substance Abuse	Yes	Health Care FSA, HSA
Subway Fare	Yes	Health Care FSA, HSA
(In connection with medical care received)		
Summer Day Camp	Yes	Dependent Care FSA
Summer School	No	
Sun Protective Clothing	Yes (RX)	Health Care FSA, HSA
(Difference in cost between special clothing and regular clothing will qualify)	res (NA)	
Sunburn Creams and Ointments	Yes	Health Care FSA, HSA
Sunglasses	Yes (RX)	Health Care FSA, HSA
Sunglasses, Clip-on	Yes (RX)	Health Care FSA, HSA
Sunscreen	Yes	Health Care FSA, HSA
(Only SPF 15 and above will qualify)	163	Treatti Care 13A, 113A
Sunscreen, Cosmetics/Similar Products with	No	
Supply Fees	No	
Support Hose/TED stockings	Yes	Health Care FSA, HSA
Surgery	Yes	Health Care FSA, HSA
Surrogate/Gestational Carrier Expenses	No	
Tanning Salon/Equipment	Yes (LM)	Health Care FSA, HSA
Taxes on Medical Services and Products	Yes	Health Care FSA, HSA
Taxi Fare	Yes	Health Care FSA, HSA
(In connection to medical care received)	163	neditii Care F3A, H3A
Teeth Whitening	No	
Telephone for Hearing-Impaired Persons	Yes	Health Care FSA, HSA
Television for Hearing-Impaired Persons	Yes	Health Care FSA, HSA
Thermometers	Yes	Health Care FSA, HSA
Throat Lozenges	Yes	Health Care FSA, HSA
Toiletries	No	
Toll bridges	Yes	Health Care FSA, HSA
(In connection with medical care received)	res	nealth Care FSA, HSA
Toothache/Teething Pain Relievers	Yes	Health Care FSA, HSA
Toothbrushes	No	
Toothpaste	No	
Transplants	Yes	Health Care FSA, HSA





ELIGIBLE CATEGORIES

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Yes (LM): The expense may be eligible for reimbursement if a Letter of Medical Necessity is provided to Flex. The expense must be used to treat a medical condition.

Expense	Eligible	Account
Transportation Expenses	Yes	Health Care FSA, HSA
(In connection with medical care received)	163	Health Care 13A, 113A
Treadmill	Yes (LM)	Health Care FSA, HSA
Tuition Expenses	No	
Tuition for Special-Needs Program	Yes (LM)	Health Care FSA, HSA
Tutoring Programs	No	
UCR, Charges Above (If underlying expense is eligible)	Yes	Health Care FSA, HSA
Ultrasound, Pre-Natal	Yes	Health Care FSA, HSA
Umbilical Cord Freezing/Storage	Yes (LM)	Health Care FSA, HSA
Unemployment (Dependent care that enables the employee and/or spouse to look for work)	Yes	Dependent Care FSA
Vacation (Payments to dependent care provider for periods when employee is on vacation)	Yes	Dependent Care FSA
Vaccines	Yes	Health Care FSA, HSA
Varicose Vein Treatment	Yes	Health Care FSA, HSA
Vasectomy	Yes	Health Care FSA, HSA
Vasectomy Reversal	Yes	Health Care FSA, HSA
Veneers	No	
Veterinary Services (For a guide dog or other service animal)	Yes	Health Care FSA, HSA
Viagra	Yes (RX)	Health Care FSA, HSA
Vitamins	Yes (RX)	Health Care FSA, HSA
Volunteer Work (Dependent care that enables employee and/or spouse to volunteer)	No	·
Walkers	Yes	Health Care FSA, HSA
Warranties/Insurance on a Product	No	·
Wart remover treatments	Yes	Health Care FSA, HSA
Water Fluoridation	Yes (LM)	Health Care FSA, HSA
Water Pik	No	·
Weight Loss Drugs	Yes (RX)	Health Care FSA, HSA
Weight-Loss Programs	Yes (LM)	Health Care FSA, HSA
Weight-Loss Surgery	Yes (LM)	Health Care FSA, HSA
Wheelchair/Wheelchair Accessories	Yes	Health Care FSA, HSA
Whirlpool Bath	Yes (LM)	Health Care FSA, HSA





ELIGIBLE CATEGORIES

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Yes (LM): The expense may be eligible for reimbursement if a Letter of Medical Necessity is provided to Flex. The expense must be used to treat a medical condition.

Expense	Eligible	Account
Wigs	Yes (LM)	Health Care FSA, HSA
X-Ray Fees	Yes	Health Care FSA, HSA
Yeast Infection Medications	Yes	Health Care FSA, HSA

