

FSA/HSA Eligible and Non-Eligible Expenses

FSA/HSA Eligible Health Care Expenses

Please note that this list is not intended to be comprehensive tax advice. For more detailed information, please consult IRS Publication 502 or see your tax advisor.

Acupuncture
Alcoholism treatment
Allergy shots and testing
Ambulance (ground or air)
Artificial limbs
Blind services and equipment
Car controls for handicapped*
Chiropractor services
Coinsurance and deductibles
Contact lenses
Crutches, wheelchairs, walkers
Deaf services -- hearing aid/batteries, hearing aid animal & care, lip reading expenses, modified telephone, etc.
Dental treatment
Dentures
Diagnostic tests
Doctor's fees
Drug addiction treatment & facilities
Drugs (prescription)

Eye examinations and eyeglasses
Home health and/or hospice care
Hospital services
Insulin
Laboratory fees
LASIK/LASEK eye surgery
Medical alert (bracelet, necklace)
Medical monitoring and testing devices*
Nursing services
Obstetrical expenses
Occlusal guards
Operations and surgeries (legal)
Optometrists
Orthodontia
Orthopedic services
Osteopaths
Oxygen/oxygen equipment
Physical exams (except for employment-related physicals)
Physical therapy

Psychiatric care, psychologists, psychotherapists, counselors
Radial keratotomy
Schools (special, relief, or handicapped)
Sexual dysfunction treatment
Smoking cessation programs
Surgical fees
Television or telephone for the hearing impaired
Therapy treatments*
Transportation (essentially and primarily for medical care; limits apply)
Vaccinations
Vitamins*
Weight loss programs*
X-rays

*if prescribed for a particular ailment or medical condition; provider letter required.

Important Notice About Over-the-Counter (OTC) Medications

OTC medications require a doctor's prescription to be eligible for FSA/HSA reimbursement. For that reason, OTC medications cannot be purchased using the mySourceCard® unless dispensed by a pharmacy the same as a standard prescription (with an Rx number). If a manual claim is submitted for purchase of an OTC medication, both a copy of the prescription and the purchase receipt must be included to receive reimbursement.

Non-medicated OTC products (diabetes test strips, saline solution, bandages, etc.) do not require a prescription. You can use either the mySourceCard® to purchase these items or submit the purchase receipt for reimbursement.

Under PPACA (health reform law), the Maximum Annual Election is capped at \$2,550 per employee.

FSA/HSA Eligible OTC Medications and Products

COPY OF PRESCRIPTION AS WELL AS DETAILED RECEIPT REQUIRED FOR REIMBURSEMENT:
Acne medications & treatments
Allergy & sinus, cold, flu & cough remedies (antihistamines, decongestants, cough syrups, cough drops, nasal sprays, medicated rubs, etc.)
Antacids & acid controllers (tablets, liquids, capsules)
Antibiotic & antiseptic sprays, creams & ointments
Anti-diarrheals
Anti-fungals
Anti-gas & stomach remedies
Anti-itch & insect bite remedies
Anti-parasitics
Digestive aids
Baby care (diaper rash ointments, teething gel, rehydration fluids, etc.)

Contraceptives (condoms, gels, foams, suppositories, etc.)
Eczema & psoriasis remedies
Eye drops, ear drops, nasal sprays
First aid kits
Hemorrhoidal preparations
Hydrogen peroxide, rubbing alcohol
Laxatives
Medicated bandaids & dressings
Motion sickness remedies
Nicotine patches and medications (smoking cessation aids)
Pain relievers (aspirin, ibuprofen, acetaminophen, naproxen, etc.)
Sleep aids & sedatives
Wart removal remedies, corn patches

ELIGIBLE FOR REIMBURSEMENT WITH DETAILED RECEIPT ONLY (NO PRESCRIPTION REQUIRED):

Breast pumps for nursing mothers
Braces & supports
Contact lens solution
CPAP equipment & supplies
OTC varieties of Insulin
Diabetic testing supplies/equipment
Durable medical equipment (power chairs, walkers, wheelchairs, etc.)
Home diagnostic (pregnancy tests, ovulation kits, thermometers, blood pressure monitors, etc.)
Non-medicated bandaids, rolled bandages & dressings
Reading glasses

All OTC items listed are examples

FSA/HSA Non-Eligible Health Care Expenses

Advance payment for services to be rendered	Health programs, health clubs, and gyms
Automobile insurance premium allocable to medical coverage	Illegal operations and treatments
Boarding school fees	Illegally procured drugs
Body piercing	Insurance premiums (not reimburseable under Health FSA... only PRA)
Bottled water	Long-term care services
Chauffeur services	Maternity clothes
Controlled substances	Medical savings accounts
Cosmetic surgery and procedures	Premiums for life insurance, income protection, disability, loss of limbs, sight or similar benefits
Cosmetic dental procedures	Personal items
Dancing lessons	Preferred provider discounts
Diapers for Infants	Social activities
Diaper service	Special foods and beverages
Ear piercing	Swimming lessons
Electrolysis	Tattoos/tattoo removal
Fees written off by provider	Teeth whitening
Food supplements	Transportation expenses to & from work
Funeral, cremation, or burial expenses	Travel for general health improvement
Hair transplant	Uniforms
Herbs & herbal supplements	Vitamins & supplements without prescription
Household & domestic help	

FSA/HSA Non-Eligible OTC Products

The following are examples of Over-the-Counter (OTC) medications and products which are **NOT ELIGIBLE** for FSA/HSA reimbursement.

Aromatherapy	Hair regrowth preparations
Baby bottles & cups	Herbs & herbal supplements
Baby oil	Hygiene products & similar items
Baby wipes	Low-carb & low-fat foods
Breast enhancement system	Low calorie foods
Cosmetics (including face cream & moisturizer)	Lip balm
Cotton swabs	Medicated shampoos & soaps
Dental floss	Petroleum jelly
Deodorants & anti-perspirants	Shampoo & conditioner
Dietary supplements	Spa salts
Feminine care items	Suntan lotion
Fiber supplements	Toiletries (including toothpaste)
Food	Vitamins & supplements without prescription
Fragrances	Weight loss drugs for general well-being