

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	Eye examinations and eyeglasses	Psychiatric care, psychologists, psychotherapists, counselors
Alcoholism treatment	Home health and/or hospice care	Radial keratotomy
Allergy shots and testing	Hospital services	Schools (special, relief, or handicapped)
Ambulance (ground or air)	Insulin	Sexual dysfunction treatment
Artificial limbs	Laboratory fees	Smoking cessation programs
Blind services and equipment	LASIK/LASEK eye surgery	Surgical fees
Car controls for handicapped*	Medical alert (bracelet, necklace)	Television or telephone for the hearing impaired
Chiropractor services	Medical monitoring and testing devices*	Therapy treatments*
Coinurance and deductibles	Nursing services	Transportation (essentially and primarily for medical care; limits apply)
Contact lenses	Obstetrical expenses	Vaccinations
Crutches, wheelchairs, walkers	Occlusal guards	Vitamins*
Deaf services -- hearing aid/batteries, hearing aid animal & care, lip reading expenses, modified telephone, etc.	Operations and surgeries (legal)	Weight loss programs*
Dental treatment	Optometrists	X-rays
Dentures	Orthodontia	
Diagnostic tests	Orthopedic services	*if prescribed for a particular ailment or medical condition; provider letter required.
Doctor's fees	Osteopaths	
Drug addiction treatment & facilities	Oxygen/oxygen equipment	
Drugs (prescription)	Physical exams (except for employment-related physicals)	
	Physical therapy	

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:	Contraceptives (condoms, gels, foams, suppositories, etc.)	ELIGIBLE FOR REIMBURSEMENT WITH DETAILED RECEIPT ONLY (NO PRESCRIPTION REQUIRED):
Acne medications & treatments	Eczema & psoriasis remedies	Breast pumps for nursing mothers
Allergy & sinus, cold, flu & cough remedies (antihistamines, decongestants, cough syrups, cough drops, nasal sprays, medicated rubs, etc.)	Eye drops, ear drops, nasal sprays	Braces & supports
Antacids & acid controllers (tablets, liquids, capsules)	First aid kits	Contact lens solution
Antibiotic & antiseptic sprays, creams & ointments	Hemorrhoidal preparations	CPAP equipment & supplies
Anti-diarrheals	Hydrogen peroxide, rubbing alcohol	OTC varieties of Insulin
Anti-fungals	Laxatives	Diabetic testing supplies/equipment
Anti-gas & stomach remedies	Medicated bandaids & dressings	Durable medical equipment (power chairs, walkers, wheelchairs, etc.)
Anti-itch & insect bite remedies	Motion sickness remedies	Home diagnostic (pregnancy tests, ovulation kits, thermometers, blood pressure monitors, etc.)
Anti-parasitics	Nicotine patches and medications (smoking cessation aids)	Non-medicated bandaids, rolled bandages & dressings
Digestive aids	Pain relievers (aspirin, ibuprofen, acetaminophen, naproxen, etc.)	Reading glasses
Baby care (diaper rash ointments, teething gel, rehydration fluids, etc.)	Sleep aids & sedatives	
	Wart removal remedies, corn patches	

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 reimbursable 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