

FSA/HSA Eligible and Ineligible Expenses

Effective January 1, 2020

Your Health Care Flexible Spending Account (FSA) and Health Savings Account (HSA) may be used for a variety of out-of-pocket health care expenses that qualify as federal income tax deductions under Section 213(d) of the Internal Revenue Code (“IRC”).

- Health Care FSA and Health Savings Account dollars can be used to reimburse you for medical, dental, vision and prescription expenses incurred by you, your spouse or eligible dependents (children, siblings, parents and other dependents which are defined in your Plan Documents).

IMPORTANT: The IRS defines which medical expenses are eligible under a tax-deferred account. Not all expenses are eligible under all plans. An employer may limit which expenses are allowable under their Health Care FSA plan. If you are unsure of what your Health Care FSA dollars may be used for, please contact your Plan Administrator.

Below you’ll find sample lists of expenses currently **eligible** and **not eligible** by the Internal Revenue Service (“IRS”). These lists are not necessarily inclusive or exclusive, and may be subject to change based on regulations, IRS revenue rulings and case law. It is solely based on our current interpretation of IRC Section 213(d) and is not intended to be legal advice.

Sample List of 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

MEDICAL EQUIPMENT/SUPPLIES

- Air Purification Equipment*
- Arches and Orthotic Inserts
- 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*

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

Sample List of Eligible Expenses Cont'd.

HEARING

- Hearing Aids and Batteries
- Hearing Exams

LAB EXAMS/TESTS

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

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*

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. For additional information, check your Summary Plan Document or contact your Plan Administrator.

Sample List of Eligible Over-the-Counter Items

BABY ELECTROLYTES & DEHYDRATION

- Pedialyte
- Enfalyte

CONTRACEPTIVES

- Unmedicated condoms

DENTURE ADHESIVES, REPAIR, & CLEANSERS

- PoliGrip
- Benzodent
- Plate Weld
- Efferdent

DIABETES TESTING & 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

ELASTICS/ATHLETIC TREATMENTS

- ACE
- Elastic Bandages
- Braces
- Hot/Cold Therapy
- Orthopedic Supports
- Rib Belts

EYE CARE

- Contact Lens Care

FAMILY PLANNING

- Pregnancy Test
- Ovulation Kits

FIRST AID DRESSINGS & SUPPLIES

- Band Aid
- 3M Nexcare
- Non-Sport Tapes

FOOT CARE TREATMENT

- Unmedicated Corn/Callus Treatments
- Devices
- Therapeutic Insoles

GLUCOSAMINE AND/OR CHONDROITIN

- Osteo-Bi-Flex
- Cosamin D
- Flex-a-min Nutritional Supplements

HEARING AID/ MEDICAL BATTERIES

HOME HEALTH CARE (limited segments)

- Walking Aids
- Ecubitis/Pressure Relief
- Enteral/Parenteral Feeding Supplies
- Patient Lifting Aid
- Orthopedic Braces/Supports
- Splints & Casts
- Hydrocollators
- Nebulizers
- 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 & MAINTENANCE ACCESSORIES

NEW! Effective January 1, 2020, the IRS allows for the reimbursement of **Over-the-Counter (OTC) medicines or drugs to be purchased with Health Care FSA or Health Savings Accounts funds. There is no need for a prescription or doctor’s note. You may utilize your HG Advantage Card for these purchases.**

Sample List of Eligible Over-the-Counter Medicines and Drugs

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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-diarrhea’s ■ Anti-gas ■ Anti-itch & Insect Bite ■ Baby Electrolytes & Dehydration ■ Baby Rash Ointments & Creams ■ Baby Teething Pain ■ Cold Sore Remedies ■ Contraceptives (non-condom products) | <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 Preparations ■ 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 (Oral and Topical) ■ Skin Treatments ■ Sleep Aids & Sedatives ■ Smoking Deterrents ■ Stomach Remedies ■ Unmedicated Vapor Products |
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NEW! Effective January 1, 2020, the IRS allows for the following menstrual care expenses to be reimbursed under Health Care FSAs and HSAs.

Sample List of Eligible Menstrual Care Products

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| <ul style="list-style-type: none"> ■ Tampons ■ Menstrual Cups | <ul style="list-style-type: none"> ■ Menstrual Pads ■ Menstrual Sponges | <ul style="list-style-type: none"> ■ Menstrual Liners ■ Similar products used with respect to menstruation |
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Note: This list is not meant to be all-inclusive.

Currently, the IRS does **NOT** allow the following expenses to be reimbursed under Health Care FSAs or HSAs as they are not prescribed by a physician for a specific ailment. Here’s a sample list of **INELIGIBLE EXPENSES**.

Sample List of Ineligible Expenses

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| <ul style="list-style-type: none"> ■ Allergy Pillows, Air Purifiers, Filters ■ Baby Diapers ■ Contact Lens or Eyeglass Insurance ■ Cosmetic Surgery/Procedures | <ul style="list-style-type: none"> ■ Electrolysis ■ Exercise Equipment ■ Face/Respiratory Masks ■ Hand Sanitizer | <ul style="list-style-type: none"> ■ Marriage or Career Counseling ■ Personal Trainers ■ Sunscreen (SPF less than 30) ■ Swimming Lessons |
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Note: This list is not meant to be all-inclusive.

Currently, the IRS does **NOT** allow the following OTC medicines and drugs to be reimbursed under Health Care FSAs or HSAs unless they are prescribed by a physician. Here’s a sample list of **INELIGIBLE EXPENSES**.

Sample List of Ineligible Over-the-Counter Medicines and Drugs

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|--|--|---|
| <ul style="list-style-type: none"> ■ Baby Formula/Nutritionals ■ Fluoride Treatments | <ul style="list-style-type: none"> ■ Hair Growth Products ■ Herbals & Botanicals | <ul style="list-style-type: none"> ■ Vitamin Supplements ■ Weight Control Supplements |
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Note: This list is not meant to be all-inclusive.