



Medical Expenses

Acupuncture
Addiction Programs and Products
Adoption (Medical Expenses)
Alternative Healer Fees
Allergy Relief (Oral Medications, Nasal Spray)
Ambulance
Antacids and Heartburn Relief

Arthritis Pain Relieving Creams
Anti-itch and Hydrocortisone Creams
Artificial Limbs
Body Scans
Care for Mentally Handicapped
Chiropractor
Cold Medicines (i.e. Syrups, Drops, Tablets)
Crutches
Diabetes (i.e. Insulin, Glucose Monitor)
Eye Patches
Fertility Treatment
Fever & Pain Reducers (i.e. Aspirin, Tylenol)
First Aid (i.e. Bandages, Gauze, Creams)
Hearing Aids & Batteries
Hypnosis (For Treatment of Illness)
Incontinence Products (i.e. Depends, Serene)
Joint Support Bandages and Hosiery
Laxatives
Mileage
Monitoring Device (Blood Pressure, Cholesterol)
Motion Sickness Medication
Natural Supplements/Vitamins/Herbs - For Medical Condition(s) [Medical Necessity Form from Employers Resource (ER) website required for reimbursement – remember to turn in to ER insurance first, then submit to FSA or HRA]
Physical Exams
Prescription Drugs
Psychiatrist/Psychologist
Physical Therapy
Smoking Cessation Relief (i.e. Patches, Gum)
Speech Therapy
Stomach & Digestive Relief (i.e. Pepto-Bismol, Imodium, etc.)
Tooth and Mouth Pain Relief (Orajel, Anbesol)
Urinary Pain Relief
Vaccinations
Vitamins (see Natural Supplements Above)
Vaporizers or Humidifiers
Wart Removal Medication
Wheelchair



Dental Expenses

Artificial Teeth
Co-Payments
Deductibles
Dental Work
Dentures
Orthodontia Expenses
Preventive Care at Dentist's Office
Bridges, Crowns, etc.



Vision Expenses

Braille - Books & Magazines
Contact Lenses
Contact Lens Solutions
Eye Exams
Eye Glasses
Laser Surgery
Office Fees
Seeing-Eye Dog and its Upkeep

What is NOT Eligible

Health care expenses that do not qualify as a federal income tax deduction under IRS Code Section 213 do not qualify for payment through your expense account. The following list includes many of the common expenses that generally do not qualify for reimbursement.

These expenses may be eligible if they are prescribed by a physician.

Personal Hygiene (i.e. deodorant, soap, shaving cream, sanitary products, etc.)
Breast Pump (if for convenience)
Cosmetic Surgery
Cosmetics (i.e. makeup, lipstick, cotton swabs, cotton balls, baby oil)
Denture care (i.e. denture cleansers and denture adhesive creams)
Diapers
Exercise Equipment
Hair Care (i.e. hair color, shampoo, conditioner, brushes, hair loss products)
Health Club or Fitness Program Fees
Homeopathic Supplements or Herbs
Household or Domestic Help
Insurance Premiums
Massage Therapy
Maternity Clothes
Nail care & personal grooming (i.e. scissors, nail files)
Natural Supplements without being under the direction of a medical provider's guidance (simply for general health)
Nutritional and dietary supplements (i.e. nutritional bars or drinks, sports drinks, Pedialyte, etc.)
Routine dental care (i.e. toothpaste, toothbrushes, floss, anti-bacterial mouthwashes, fluoride rinses, breath strips, teeth whitening, etc.)
Skin Care (i.e. sun block, moisturizing lotion, lip balm)
Sleep aids (i.e. oral medications, snoring strips)
Vitamins (see Natural Supplements above and under Medical Expenses)
Weight reduction aids (i.e. weight loss powders / liquids / pills / appetite suppressants or similar products)

Note for HSA participants: Your employer may offer both a Health Savings Account (HSA) and a health Flexible Spending Account (FSA). In such instance, the plan incorporates a Health Flexible Spending Account (FSA) that is a "limited purpose" account, which limits reimbursable expenses to:

- Dental expenses
- Vision expenses.
- Preventive care expenses (as limited by IRS rules on what constitutes preventive care when covered by a high-deductible health plan), and
- Post-deductible expenses (any amounts that are not fully paid by the medical plan after the plan deductible is met).

For additional information, please visit www.cafeteriaplan.com

Easy Identification of FSA/HRA Eligible Expenses

The following merchants have implemented automated processes which enable them to quickly and easily identify FSA/HRA-eligible expenses:

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| • Albertson's Pharmacy | • Costco Pharmacy |
| • Eckerd Drug | • Food City Pharmacy |
| • Fred Meyer Pharmacy | • Giant Eagle Pharmacy |
| • K Mart Pharmacy | • Kroger Pharmacy |
| • Long's Drugs | • Osco Drug |
| • Publix Supermarket | • Rite-Aid Pharmacy |
| • Safeway Pharmacy | • Sam's Club Pharmacy |
| • Sav-On Drugs | • Shoprite Pharmacy |
| • Target Pharmacy | • Wal-Mart Pharmacy |

If your merchant is not listed, please check with them or call P5 Health Plan Solutions for assistance at 800-922-1855.