

Health Care FSA 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 (reimbursable after payment) ☐ Periodontal Services EYES ☐ Eye Exams ☐ Eyeglasses and Contact Lenses ☐ Laser Eye Surgeries ☐ Prescription Sunglasses ☐ Radial Keratotomy HEARING ☐ Hearing Aids and Batteries ☐ Hearing Exams LAB EXAMS/TESTS ☐ Blood Tests and Metabolism Tests ☐ Body Scans ☐ Cardiograms ☐ Laboratory Fees ☐ X-Rays	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* 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 to Medical Facility	MEDICATIONS/DRUGS ☐ Insulin ☐ Prescription Drugs ☐ **Over the Counter Drugs/Medicines (such as Tylenol, Advil, NyQuil, etc.) OBSTETRICS ☐ 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 THERAPY ☐ Alcohol and Drug Addiction ☐ Counseling (not marital or career) ☐ Exercise Programs* ☐ Hypnosis* ☐ Massage* ☐ Occupational ☐ Physical ☐ Smoking Cessation Programs* ☐ Speech ☐ Weight Loss Programs* (excluding food)
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****Please Note:** Effective 1/1/2020, the IRS now allows personal protective items to prevent the spread of covid, such as, masks, sanitizer and wipes, as well as Over the Counter (OTC) medicines/drugs and feminine care products may now be purchased with Health Care FSA or certain HRA plans. *Vitamins & supplements are not eligible.*

The following is a high-level list of OTC items that are *not* medicine or drugs and are eligible for purchase with Health Care FSA Plans.

Denture Adhesives, Repair, and Cleansers ☐ PoliGrip, Benzodent, Efferdent Diabetes Testing and Aids ☐ Insulin, Ascencia, One Touch, Diabetic Tussin, insulin syringes; glucose products Diagnostic Products ☐ Thermometers, blood pressure monitors, cholesterol testing	Elastics/Athletic Treatments ☐ ACE, Futuro, elastic bandages, braces, hot/cold therapy, orthopedic supports, rib belts Eye Care ☐ Contact lens care ☐ Reading Glasses and Maintenance Accessories	Family Planning ☐ Pregnancy and ovulation kits First Aid Dressings and Supplies ☐ Band Aid, 3M Nexcare, non-sport tapes *without antibiotic strip Incontinence Products ☐ Attends, Depend, GoodNites for juvenile incontinence
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*Items with an asterisk are potentially eligible with a Letter of Medical Necessity from a licensed physician. For a detailed list, log in to our website at www.cpa125.com and click on the link to the FSA Store to view the eligibility list.