

ELIGIBLE EXPENSES SECTION 125

Healthcare

Healthcare expenses that **do** qualify for reimbursement. See: IRS Publication 502.

Only expenses not reimbursed by insurance can be claimed. Plan restrictions may apply. Check with your plan administrator.

- Acupuncture (excluding remedies and treatments prescribed by acupuncturist)
- Alcoholism treatment
- Ambulance
- Artificial limbs/teeth
- Chiropractors
- Christian Science practitioner's fees
- Contact lenses and solutions
- Co-payments
- Costs for physical or mental illness confinement
- Crutches
- Deductibles
- Dental fees
- Dentures
- Diagnostic fees
- Dietary supplements with doctor's letter of medical necessity
- Drug and medical supplies (i.e. syringes, needles, etc.)
- Endodontist fees
- Eyeglasses prescribed by your doctor
- Eye examination fees
- Eye surgery (cataracts, LASIK, etc.)
- Hearing devices and batteries
- Hospital bills
- Insulin
- Laboratory fees
- Laser eye surgery
- Menstrual products
- Obstetrical expenses
- Oral surgery
- Orthodontic fees
- Orthopedic devices
- Osteopath fees
- Oxygen
- Over-the-counter drugs
- Periodontist fees
- Physician fees
- Podiatrist fees
- Prescribed medicines
- Psychiatric care
- Psychologist's fees
- Radiology
- Routine physicals and other non-diagnostic services or treatments
- Smoking-cessation programs
- Smoking-cessation over-the-counter drugs
- Surgical fees
- Vitamins with doctor's letter of medical necessity
- Weight-loss programs with doctor's letter of medical necessity
- Weight-loss over-the-counter drugs with doctor's letter of medical necessity
- Wheelchair
- X-rays and MRI

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Healthcare reimbursement limitation

The amount of Healthcare reimbursement may not exceed the maximum allowed under the plan. Please review your Summary Plan Description or see your Plan Administrator for more information.

Items Requiring a physician's letter listing a medical condition making the item necessary.

- Bedpans and ring cushions
- Boost®/Pediasure®
- Foot spa
- Herbs/Minerals/Vitamins/Multivitamins
- Massages/Massagers
- Oxygen
- Reconstructive surgery in connection with birth defect, disease, or accident
- Special supplements
- Special school for disable child
- Special teeth cleaning system
- Therapeutic support gloves
- Weight loss programs and fees pertaining to a specific disease
- Wigs for hair loss caused by disease

Healthcare expenses that do not qualify for reimbursement:

- Cosmetic surgery and procedures
- Dental bleaching
- Hair restoration (procedures or medications)
- Health club or gym membership for general health
- Marriage and family counseling
- Weight loss programs for general health or appearance
- Mail order prescriptions from another country
- Premiums you or your spouse pay for insurance coverage (Payroll-deducted premiums sponsored by your employer are eligible under the Premium Only Plan)
- Long-Term Care Insurance does not qualify for reimbursement from a Health FSA. In addition, Long-Term Care Insurance can not be offered through a Cafeteria Plan.