

Eligible health care services that qualify for reimbursement under a Flexible Spending Account.

NOTE: Only health expenses that are not covered by insurance can be claimed.

Acupuncture (excluding remedies and treatments prescribed by acupuncturist)	Dermatologist	Orthodontic/Orthopedic Devices
Alcoholism/Drug/Substance Abuse Treatment	Diagnostic Devices/Fees	Osteopath Fees
Ambulance	Doula Expenses (child care services after delivery are not eligible)	Over-the-Counter Drugs
Anesthetist	Drug and Medical Supplies (syringes, needles, etc.)	Periodontist Fees
Artificial Limbs/Teeth	Endodontists Fees	Physician Fees (cosmetic procedures are not eligible)
Artificial Reproductive Technologies	Eyeglasses (prescribed by a doctor)	Podiatrist Fees
Blood Tests/Transfusions	Eye Examination Fees	Post Mastectomy Clothing
Body Scan	Eye Surgery (cataracts, LASIK, etc.)	Prescribed Medicines
Braille Books and Magazines	Flu Shots	Preventive Care Screenings
Breast Reconstruction Surgery	Guide Dog or Other Service Animal	Prosthesis
Cardiographs	Health Screenings	Psychiatric Care
Child Birth Classes (does not include breastfeeding classes, newborn or new infant care classes or parenting classes)	Hearing Devices and Batteries	Psychologist and Psychiatrist Fees
Chiropractors	Home Health Care	Radiology
Christian Science Practitioner's Fees	Hospital Bills	Routine Physicals and other non-diagnostic services or treatments
Contact Lenses and Solutions	Immunizations	Smoking Cessation over-the-counter drugs
Co-Payments (doctor, dental, vision, pharmacy)	Insulin	Smoking Cessation Programs
Costs for Physical or Mental Illness	In-Vitro Fertilization	Spinal Fluid Test
Crutches	Laboratory Fees	Sterilization
Deductibles	Laser Eye Surgery	Surgical Fees
Dental Fees (cosmetic procedures are not eligible)	Long-Term Care	Transplants
Dentures	Mileage for Eligible Medical Services	Vaccines
	Nursing Home/Nursing Services	Vasectomy
	Office Visits	Weight Loss drugs
	Obstetrics and Fertility	Wheelchair
	Occupational Therapy	X-Rays and MRI
	Ophthalmologist/Optomtrist	
	Oral Surgery	

Expenses requiring a Letter of Medical Necessity (LMN) to be eligible for reimbursement.*

Adaptive Equipment for a disability
Air Conditioners/Air Purifiers
Alternative Medicine prescribed and rendered by a licensed health care provider to treat illness
Baby Formula
Beds/Mattresses
Behavioral Therapy
Chairs (reclining/ergonomic)
Cord Blood Storage
Cosmetic Procedures (to treat injury or medical condition)
Education expenses for special school for disabled person
Learning Disabilities
Massages/Massagers
Nutritionist/Nutritional Supplements
Orthopedic Shoes
Oxygen
Reconstructive Surgery in connection with birth defect, disease, or accident
Special supplements
Special School for disabled child
Special teeth cleaning system
Sun protective clothing
Therapeutic support gloves
Weight Loss Programs and Fees pertaining to a specific disease
Wigs for hair loss caused by disease

Health care expenses that do not qualify for reimbursement.

Concierge Membership Fee
Cosmetic Surgery, Procedures, and/or Medications
Counseling (life coaching or career counseling)
Dental Bleaching
Hair Restoration (procedures, drugs or medications)
Health Club or Gym Memberships for general health
Marriage and Family Counseling
Massage Therapy to reduce stress or improve general health
Maternity Clothes
Missed Appointment or Late Payment Fees
Newborn Nursing Care
Pre-Paid Physician Fees
Premiums you or your spouse pay for insurance coverage
Prescriptions from another country (Mail Order)
Vision Discount Programs
Weight Loss Programs for general health or appearance

***LMN: Expenses in the Letter of Medical Necessity section require a manual reimbursement process; the benefit card is not an eligible form of payment.**

To access a comprehensive list of FSA eligible expenses, go to the CareFlex Participant Portal (<https://mycareflex.healthcareportal.com>).

Antiseptics

- Antiseptic wash or ointment for cuts or scrapes
- Benzocaine swabs
- Boric acid powder
- First aid wipes
- Hydrogen peroxide
- Iodine tincture
- Rubbing alcohol
- Sublimed sulfur powder

Cold, Flu, Asthma and Allergy Medications

- Allergy medications
- Bronchodilator/expectorant tablets
- Bronchial asthma inhalers
- Cold relief syrup, tablets and drops
- Cough relief syrup, tablets and drops
- Flu relief syrup, tablets and drops
- Medicated chest rub
- Nasal decongestant spray, drops or inhaler
- Nasal strips to improve congestion
- Saline nose drops
- Sinus and allergy nasal spray
- Homeopathic sinus medications
- Sinus medications
- Vapor patch cough suppressant

Diabetes

- Diabetic lancets, needles, syringes
- Diabetic supplies
- Diabetic test strips
- Glucose meters
- Glucose tablets

Ear/Eye Care

- Airplane ear protection (LMN)
- Ear drops for swimmers
- Ear water-drying aid
- Ear plugs
- Earwax removal drops
- Eye drops
- Homeopathic earache tablets
- Contact lens solutions

Health Aids

- Adhesive or elastic bandages
- Anti-fungal treatments
- Bed Pans and Ring Cushions
- Boost/Pediasure (LMN)
- Denture adhesives
- Diuretics and water pills
- Fiber Supplements
- Gauze and tape
- Gloves (for Arthritis) and masks
- Hemorrhoid relief
- Herbs (LMN)
- Leg or arm braces

Health Aids (Continued)

- Lice control
- Massagers (LMN)
- Medicated bandages
- Menstrual Products (Tampons, Pads)
- Minerals/Calcium (LMN)
- Multivitamins (LMN)
- Motion sickness tablets
- Respiratory stimulant ammonia
- Special supplements (LMN)
- Special teeth cleaning system (LMN)
- Sleeping aids
- Thermometers
- Vitamins (LMN)

Pain Relief

- Arthritis pain reliever
- Bunion and blister treatments
- Cold or hot compresses
- Foot spa (LMN)
- Itch relief
- Orajel
- Pain relievers, aspirin and non-aspirin
- Throat pain medications

Personal Protective Equipment (PPE)

- Face Masks
- Hand Sanitizer
- Sanitizing Wipes

Personal Test Kits

- Blood pressure meter
- Cholesterol tests
- Colorectal cancer screening tests
- Home drug tests
- Ovulation indicators
- Pregnancy tests

Skin Care

- Acne medications
- Anti-itch lotion
- Bunion and blister treatments
- Cold sore and fever blister medications
- Corn and callus removal medications
- Diaper rash ointment
- Eczema cream
- Medicated bath products
- Sunscreen products with an SPF15 or higher

Stomach Care

- Acid reducing gum, liquid and tablets
- Anti-diarrhea medications
- Gas prevention tablets or drops
- Ipecac syrup
- Laxatives
- Pinworm treatment
- Upset stomach medications

OTC Items—Not Acceptable

Aromatherapy	Face soaps/creams	Shampoo and conditioner
Baby bottles and cups	Fragrances	Shaving cream and razors
Baby oil / Baby wipes	Hair regrowth/removal	Soap
Breast enhancement system	Low “carb” foods	Spa salts
Cosmetics	Low calorie foods	Sunscreen products under SPF15
Cotton balls/swabs	Mouthwash	Teeth whitening kits
Dental floss	Oral care	Toothpaste/Toothbrush
Deodorants	Petroleum jelly	

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