

QUALIFIED FSA EXPENSES

(For Health Care Flexible Spending Accounts)

* This list is by no means exhaustive. Please consult IRS §213 for additional information, or contact MGIS directly (flexinfo@mgis.com).

MEDICAL	
ELIGIBLE EXPENSES	INELIGIBLE EXPENSES
Abortion (legal)	Cosmetic Expenses (must be prescribed by a physician to treat an existing illness, and not for cosmetic purposes—see <i>Cosmetic section</i>)
Ambulance Expenses	
Artificial Limbs/Prosthetics	
Breast Reconstruction Surgery (following a mastectomy to ameliorate a deformity related to a disease)	
Coinsurance & Deductibles (expenses in excess of an insurance plan's usual, customary and reasonable charges)	
Diagnostic Services (for medical purposes)	
Hospital Services (inpatient care including amounts paid for lodging and meals)	
Laboratory Fees	
Medical Services (must be legal and prescribed by a physician)	
Obstetrical/Gynecological Expenses	
Operations/Surgery	
Physical Exams	
Vasectomy/ Sterilization/ Vasectomy Reversal	
X-Ray Fees	

DENTAL	
ELIGIBLE EXPENSES	INELIGIBLE EXPENSES
Artificial Teeth	Toothbrushes, Dental Floss, Tooth Paste
Coinsurance & Deductibles (expenses in excess of an insurance plan's usual, customary reasonable charges)	Teeth Whitening/Bleaching (may be eligible if prescribed by a physician to treat a congenital abnormality, disfiguring disease, or treatment resulting from personal injury from an accident or trauma)
Dental Implants (eligible if primary purpose is to treat or correct an existing dental condition that meaningfully promotes the proper function of the body and/or is not for cosmetic reasons)	Dental Implants (not eligible if the primary purpose is to improve the patient's appearance and/or if solely for cosmetic purposes)
Dental Treatment (including fees for X-Rays, fillings, braces, extractions, dentures, etc.)	
Fluoridation Device	
Occlusal Guards to prevent teeth grinding	
Orthodontia (including fees associated with maintenance work)	

VISION	
ELIGIBLE EXPENSES	INELIGIBLE EXPENSES
Contact Lenses and related materials and equipment (i.e., saline solution and cleaners)	Sunglasses (non-prescription)
Eye Examinations, Eyeglasses and related materials and equipment (must be prescribed by a physician for medical purposes)	
Laser Eye Surgery (including Lasik & Radial Keratotomy)	
Optometrist/Ophthalmologist Expenses	
Over-the-Counter Eye Drops	
Reading Glasses	
Sunglasses (must be prescription and not for cosmetic purposes)	
Visine or Other Such Eye Drops	

MEDICATIONS/PRESCRIPTIONS	
ELIGIBLE EXPENSES	INELIGIBLE EXPENSES
Acne Medications (Prescription or Over-the-Counter – may require a physician's letter prescribing the item to treat an existing medical condition and not for cosmetic purposes)	Facial Cleansers
Allergy Medicines (Prescription or Over-the-Counter)	One-a-Day Vitamins
Aspirin	Nutritional Supplements, Vitamins, Herbal Supplements, Natural Medicines: unless prescribed by a physician to treat a specific medical condition or unavailable without a prescription
Antacids (if used to treat an existing medical condition)	Rogaine: if purchased over-the-counter for cosmetic purposes)
Birth Control Pills	Stockpiling: Medications/supplies must be used/consumed during your employer's plan year. Excessive amounts of OTC items may be deemed 'stockpiling' and therefore ineligible for reimbursement.
Calamine Lotion, Bug Bite Medication	
Cold Medicine (Prescription or Over-the-Counter)	
Cough Drops, Throat Lozenges	
First Aid Cream, Bactine	
Flu Shots	
Glucosamine/Chondroitin (if accompanied by a physician's letter prescribing the item to treat an existing medical condition, i.e. arthritis)	
Over-the-Counter Hormone Therapy & Treatment for Menopause (if accompanied by a physician's letter prescribing the item to treat an existing medical condition, i.e. hot flashes, night sweats, etc.)	
Immunizations (i.e., tetanus, well-baby shots, etc.)	
Insulin	
Laxatives	
Menstrual Cycle Products for Pain and Cramp Relief (Prescription or Over-the-Counter)	
Motion Sickness Pills	

MEDICATIONS/PRESCRIPTIONS (continued)	
ELIGIBLE EXPENSES	INELIGIBLE EXPENSES
Muscle/Joint Pain Medications (i.e. BenGay, Tiger Balm)	
Nasal Sprays	
Norplant Insertion or Removal	
Non-Prescription Drugs and Medicines (if used to treat an existing medical condition)	
Over-the-Counter Medicines (i.e., aspirin, cough medicine, etc.) used to treat an existing medical condition. Medications/supplies must be used/consumed during your employer's plan year. Excessive amounts of OTC items may be deemed 'stockpiling' and therefore ineligible for reimbursement.	
Prescription Drugs (as prescribed by a physician)	
Sinus Medications	
Smoking Cessation Medicines (such as nicotine patches, nicotine gums, etc.)	
Sunburn Ointment or Cream (not just regular skin moisturizers)	
Vaccines	
Viagra	
Visine or Other Such Eye Drops	
Wart Remover Treatments	

MEDICAL SUPPLIES	
ELIGIBLE EXPENSES	INELIGIBLE EXPENSES
Air Purifier/Humidifier (as prescribed by a physician for a specific medical condition)	Cosmetics & Toiletries (such as face creams, deodorants, hand lotions, toothpaste, etc.)
Band-Aids, Bandages, Gauze Pads	Kleenex, Tissues
Blood Pressure Monitoring Devices	
Carpal Tunnel Wrist Supports	
Crutches	
Contraceptives (may be over-the-counter, e.g., condoms, spermicidal foams)	
Ear Plugs (as prescribed by a physician for a specific medical condition)	
Hearing Aids (including amounts paid for batteries and maintenance)	
Heating Pads, Cold/Hot Packs for Injuries	
Insulin	
Medical Monitoring and Testing Devices (e.g., blood pressure monitor, syringes, glucose kit, ovulation monitor, etc.)	
Orthopedic Shoes & Inserts (if accompanied by a physician's letter prescribing the item to treat an existing medical condition)	

MEDICAL SUPPLIES (continued)	
ELIGIBLE EXPENSES	INELIGIBLE EXPENSES
Oxygen (including amount paid for oxygen and equipment for breathing problems associated with a medical condition)	
Supplies to treat a Medical Condition (e.g., bandages, gauze, batteries for hearing aids, etc. Supply must be purchased to treat a specific medical condition and not as a personal comfort item)	
Thermometers	
Wheelchair (including purchase and costs of operation and upkeep)	

PREGNANCY/FERTILITY	
ELIGIBLE EXPENSES	INELIGIBLE EXPENSES
Adoption (medical expenses incurred before adoption is finalized)	Breast Pumps
Childbirth Classes (educational classes solely for instruction for child birth, not child rearing, e.g., Lamaze)	Diapers or Diaper Service
Contraceptives (may be over-the-counter, e.g., condoms, spermicidal foams)	Maternity Clothes
Coinsurance & Deductibles (expenses associated with child birth in excess of an insurance plan's usual, customary reasonable charges)	
Fees for Long-Term Storage of Sperm or Embryo (for immediate conception)	
Fertility Treatments (including shots, treatment, surgery, GIFT, etc.)	
Infertility Treatments	
Ovulation Monitor	
Pre-Natal Vitamins	
Pregnancy Test (over-the-counter)	

TREATMENT/THERAPY	
ELIGIBLE EXPENSES	INELIGIBLE EXPENSES
Acupuncture (if to treat a medical condition)	Marriage Counseling
Alcoholism: for inpatient treatment at a therapeutic center for alcohol addiction	Massage Therapy (unless prescribed by a physician to treat a specific injury or trauma)
Chiropractors	
Christian Science Practitioners (for medical care)	
Counseling for Medical Reasons (e.g. Psychiatrist, Psychologist, etc.)	
Drug Addiction (for inpatient treatment at a therapeutic center for drug addiction)	
Neuropathic, Holistic, Alternative Treatment (for medical care for the purpose of affecting any structure or function of the body)	
Physical Therapy	
Psychiatric Care	

TREATMENT/THERAPY (continued)

ELIGIBLE EXPENSES	INELIGIBLE EXPENSES
Psychoanalysis	
Psychologist/Psychiatrist	
Learning Disability (amounts paid to special school or teacher, prescribed by a physician, for a child who has severe learning disabilities caused by mental or physical impairments)	
Smoking Cessation Programs	

COSMETIC

ELIGIBLE EXPENSES	INELIGIBLE EXPENSES
Cosmetic Surgery (if medically necessary to correct a congenital abnormality, disfiguring disease, or corrective surgery resulting from personal injury from an accident or trauma)	Botox Treatment
Cosmetic Implants (eligible if primary purpose is to treat or correct an existing condition that meaningfully promotes the proper function of the body and/or is not solely for cosmetic reasons)	Chapstick, Lip Balm
	Collagen Injections (for the purpose of improving the patient's appearance and does not meaningfully promote the proper function of the body or prevent or treat illness or disease)
	Cosmetic Surgery (for the purpose of improving the patient's appearance and does not meaningfully promote the proper function of the body or prevent or treat illness or disease)
	Cosmetic Implants (not eligible if the primary purpose is to improve the patient's appearance and/or if solely for cosmetic purposes)
	Cosmetics (such as face creams, deodorants, hand lotions, etc.)
	Ear Piercing
	Electrolysis or Hair Removal
	Face Lifts (unless medically necessary, see Eligible Cosmetic Surgery)
	Hair Transplant
	Schlerotherapy
	Teeth Whitening/Bleaching (may be eligible if prescribed by a physician to treat a congenital abnormality, disfiguring disease, or treatment resulting from personal injury from an accident or trauma)
	Varicose Veins
	Wigs (may be eligible if prescribed by a physician for the mental health of a patient who has lost all of his or her hair due to disease or treatment)

MISCELLANEOUS

ELIGIBLE EXPENSES	INELIGIBLE EXPENSES
Automobile Modifications for Physically Handicapped Person	Exercise Equipment or Programs (unless prescribed by a physician to treat a specific medical condition)

MISCELLANEOUS (continued)	
ELIGIBLE EXPENSES	INELIGIBLE EXPENSES
Guide Dog or Animal Aide (including purchase, training, and care of animals used by vision-impaired or hearing-impaired person)	Fitness Programs
Nursing Services (including nurse's board, wages, or other nursing services – does not include nursing service for a healthy baby)	Health Club Dues
Lodging Expenses (amount paid for travel primarily for and essential to medical care up to \$50.00 per night)	Household Help
Travel Expenses (amounts paid for transportation primarily for, and essential to medical care – \$0.14 per mile for 2004, \$0.15 per mile for 2005)	Meals (associated with travel for medical purposes)
Weight Loss Programs/Drugs (must be prescribed by a physician to treat a specific medical condition, i.e., heart disease, obesity, diabetes, etc.)	Swimming Lessons
Warranties (for eligible medical devices/equipment)	Tanning Salons & Equipment
	Weight Loss Programs/Drugs (for improvement of general health)
	Funeral Expenses