

FSA Eligible Health Care Expenses

(Below is the list of items typically covered by a standard FSA. For a complete list visit www.wageworks.com)

Rx (prescription)	Co-payment (dental)	Lamaze classes
Co-payment (medical)	Co-payment (medical)	Laser eye surgery
Office visit (medical)	Co-payment (other)	Lasik
Dental	Co-payment (vision)	Laxatives (over-the-counter)
Over-the-counter (eligible)	Corn and callus remover (over-the-counter)	Learning disability treatments
Vision	Corneal keratotomy	Lice treatment (over-the-counter)
Psychotherapy	Cough drops & sore throat lozenges (over-the-counter)	Listening therapy
Chiropractic care	Cough syrup (over-the-counter)	Mastectomy-related special bras
Lab (medical)	Counseling (for treatment of a medical condition)	Medical abortion
Orthodontia	Crutches, canes or like equipment (purchase or rental)	Medical co-insurance
Hospital fees	Deductible for dental plan	Medical co-payment
X-ray (medical)	Deductible for medical plan	Medical equipment (for treatment of medical condition) and repairs
Acne treatments (over-the-counter)	Deductible for prescription plan	Medical monitoring and testing devices
Acupuncture	Deductible for vision plan	Medical records charges
Adoption (medical expenses related to)	Dental care (for non-cosmetic purposes)	Medicines (over-the-counter)
Alcoholism treatment	Dental co-insurance	Medicines (prescription)
Allergy & sinus medicine and products (over-the-counter)	Dental co-payment	Midwife
Allergy medication (prescription)	Dental reconstruction	Mileage
Ambulance and emergency health services	Dentures, bridges, etc.	Monitors & test kits (over-the-counter)
Anesthesia (for non-cosmetic purposes)	Diabetic monitor, test kits, strips and supplies	Motion & nausea
Antacid (over-the-counter)	Diagnostic services	Nasal sprays & strips (over-the-counter)
Antibiotic ointment (over-the-counter)	Diaper rash ointments and creams	Non-prescription drugs and medicines (for non-cosmetic purposes)
Aspirin or other pain reliever (over-the-counter)	Drug addiction treatment	Norplant insertion or removal
Asthma medicines or treatments (over-the-counter)	Drugs (prescription)	Nursing services (wages and taxes)
Athletic treatments / braces	Dyslexia treatment	OB/GYN fees
Bandages and related items (over-the-counter)	Eye examinations	Occlusal guards to prevent teeth grinding
Birth control (over-the-counter)	Eye related equipment/materials	Occupational therapy (related to a medical condition or disability)
Birth control (prescription or other)	Eye surgery or treatment to correct vision	Office visits (chiro)
Blood pressure monitor	Eyeglasses (over-the-counter)	Office visits (dental)
Blood sugar test kits and test strips	Eyeglasses (prescription)	Office visits (medical)
Body scans	Fertility monitor (over-the-counter)	Office visits (psych / therapy)
Canker & cold sore treatments (over-the-counter)	Fertility treatment (for employee, spouse or dependent)	Office visits (vision)
Chest rubs (over-the-counter)	First aid kit (over-the-counter)	Operations (for non-cosmetic purposes)
Childbirth classes	Flu shots	Optometrist / ophthalmologist fees
Chiropractic office visit or treatment	Gastrointestinal medication (over-the-counter)	Organ transplants (recipient and donor)
Cholesterol test kits and supplies	Guide dog (dog, training, care)	Ortho keratotomy
Christian Science practitioners	Hearing aids and batteries	Orthodontia (braces and retainers)
Co-insurance (dental)	Hospital services and fees	Orthopedic & surgical supports
Co-insurance (medical)	Immunizations	Over-the-counter acne treatments
Co-insurance (prescription)	Incontinence products (excludes diapers and diaper services)	Over-the-counter allergy & sinus medicine
Co-insurance (vision)	Infertility treatment (for employee, spouse or dependent)	Over-the-counter antacid
Cold & flu medicine (over-the-counter)	Insulin, testing materials and supplies	Over-the-counter antibiotic ointment
Compression or anti-embolism socks, stockings or hose	Laboratory fees	Over-the-counter aspirin or other pain reliever
Condoms and spermicides	Lactose intolerance (over-the-counter)	Over-the-counter asthma medicines or treatments
Contact lenses, cleaning solutions, etc.		
Contraceptives (prescription or over-the-counter)		

Over-the-counter bandages and related items	Prescription co-payment	Surgery (for non-cosmetic purposes)
Over-the-counter canker & cold sore treatments	Prescription drugs (for non-cosmetic purposes)	Teeth grinding prevention devices
Over-the-counter chest rubs	Prosthesis	Toothache and teething pain reliever (over-the-counter)
Over-the-counter cold & flu medicine	Psychiatric care	Therapy (for treatment of a medical condition)
Over-the-counter cold & flu prevention	Psychoanalysis	Toothache and teething pain relievers
Over-the-counter cough drops & sore throat lozenges	Psychologist fees	Tubal ligation
Over-the-counter cough syrup	Radial keratotomy (RK)	Urological products
Over-the-counter health care products (eligible)	Reading glasses (over the counter)	Vaccinations
Over-the-counter medication (including for motion sickness, sleep aids and sedatives)	Removal of benign mole, cyst or tumor	Varicose vein removal surgery
Over-the-counter products for dental ailments (including oral and teething pain)	Sales tax, shipping and handling fees (for any eligible expenses on this list)	Vasectomy
Over-the-counter vision products	Smoking cessation (programs / counseling)	Viagra and similar prescription medications
Ovulation monitor (over-the-counter)	Smoking cessation drugs (prescription)	Vision co-insurance
Oxygen	Smoking cessation gum or patches (over-the-counter)	Vision co-payment
Pain reliever (over-the-counter)	Speech therapy	Vitamins (prescription)
Physical exams	Sterilization	Walking aids (canes, walkers, crutches and related supplies)
Physical therapy	Student health fees billed for services actually received (dental / medical / vision / prescription)	Wart removal treatments (over-the-counter)
Pregnancy tests (over-the-counter)	Sunglasses (prescription)	Wheelchair and repairs
Prescription co-insurance	Sunscreen with SPF 30+, sunburn creams and ointments (over-the-counter)	Wound care (over-the-counter)
		X-ray fees (dental / medical)

FSA “Maybe” Eligible Health Care Expenses

Certain expenses require additional information in order to determine if they qualify. Products and services classified as “Maybe” require a written statement from your health care provider indicating (1) the diagnosis and (2) the medical necessity of the expense. Specialized items also require proof of the difference in cost: (1) the cost of standard, unmodified item, and (2) the cost of special or modified item. If you incur an expense that is classified as “Maybe,” you will need to submit the above documentation with your claim.

Allergy treatments	Dietary supplements*	Reconstructive surgery (following accident or medical procedure or condition)
Alternative dietary supplements*	Exercise equipment*	Retin-A (for non-cosmetic purposes)
Alternative drugs and medicines*	Fitness programs*	Rogaine or other hair regrowth medications*
Alternative healers*	Health club dues*	Special equipment
Braille books and magazines (difference in cost only)	Home improvements*	Special foods (gluten-free, salt-free or other for treatment of a medical condition)
Breast pump (to compensate for a medical condition)	Humidifier, air filter and supplies	Special school (for mental and physical disabilities)
Breast reconstruction surgery (following mastectomy)	Lodging (essential to receive medical care)	Supplies*
Car modifications*	Massage therapy*	Swimming lessons*
Cord blood storage (for future treatment of a birth defect or known medical condition)	Medical supplies*	Transgender treatments / surgery
Dancing lessons*	Modified equipment (difference in cost only)	Transportation, parking and related travel expenses (essential to receive medical care)
Dental products (for treatment of a dental condition, not general health)	Nutritional supplements*	Weight loss counseling
Dental veneers	Orthopedic shoes and inserts (difference in cost only of specialized orthopedic shoe over like non-specialized shoe)	Weight loss program or drugs*
	Propecia*	

* As required or treatment for a medical condition diagnosed by a licensed health care professional.