

Expenses Not Eligible under IRC Sec 125

For the complete list of ELIGIBLE expenses, go to “Quick Links” @ www.flex-plan.com.

HEALTH CARE FSA - NOT ALLOWED:

- Arch supports, knee & wrist braces (prescription orthotics are allowable)
- Breast Pumps
- Blood Pressure machine
- Cosmetic Surgery
- Dental Bleaching or any other teeth whitening
- Electrolysis or Hair Removal
- Group Insurance Premiums (covered in your Premium Conversion Account)
- Hair Transplant
- Health Club dues
- Herbs
- Humidifiers
- Laetrile (even if prescribed by a doctor) is not reimbursable
- Marijuana (even if prescribed for medicinal purposes) is not reimbursable
- Massage Therapy- unless prescribed by a physician to treat a specific condition.
- Neck support pillows
- Premiums for personally owned Policies
- Sonicare toothbrushes & replacement brushes
- Supplements (those prescribed by a physician to treat a specific illness or condition are allowed)
- Tuition for Special Schools (unless it is a special school to treat a specific medical condition like blindness, speech, etc.)
- Vitamins (those prescribed by a physician to treat a specific illness or condition are allowed)
- Weight loss machines & any meal expenses (Program costs are allowed if prescribed to treat a medical condition such as High Blood Pressure or Obesity. A doctor's letter is required)

DEPENDENT CARE FSA - NOT ALLOWED:

- Daycare for a child age 13 or older (unless disabled)
- Summer Camp if it is an overnight camp (cannot even prorate for the day portion)
- Kindergarten or school tuition (pre-school, before, and after-school care okay) for age 5 & older

WHEN FILING YOUR CLAIM, the following are not acceptable receipts per IRS regulations:

- Bankcard statements or slips
- Canceled checks are not acceptable receipts for Health Care or Dependent Care FSA
- Charges submitted that are illegible
- Estimates; a statement showing date of service and type of medical expense (or daycare, if applicable), is required.
- Statement Balances and/or Balance Forwards are not acceptable.