

Flex/HRA 213(d) Eligible Healthcare Expenses

Please note: This is only a representative listing and is subject to IRS limitations and may change upon passage of new legislation. For questions, please contact a MEBS Flex/HRA Benefit Administrator at (800) 968-6327.

- Acupuncture
- Alcoholism treatment
- Allergy shots and testing
- Ambulance
- Artificial limbs
- Chiropractic services
- Coinsurance and deductibles
- Contact lenses
- Deaf services: hearing aid/batteries
- Drug addiction treatment and facilities
- Deaf services: hearing aid animal and care, lip reading expenses, modified phone, etc.*
- Dental treatment**
- Diagnostic tests
- Drugs (prescription)
- Eye examinations and eyeglasses
- Home health and/or hospice care
- Hospital services
- Insulin
- LASIK eye surgery
- Medical alert (bracelet, necklace)
- Nursing services
- Occlusal guards
- Optometrists
- Orthodontia
- Orthopedic services
- Osteopaths
- Oxygen/oxygen equipment*
- Physical exams (except for employment related physicals)
- Physical therapy
- Psychiatric care
- Psychologists
- Psychotherapists
- Schools (special, relief, or handicapped)*
- Sexual dysfunction treatment
- Smoking cessation
- Surgery**
- Therapy treatments*
- Transportation (essentially and primarily for medical care; limits apply)
- Vaccinations
- Vitamins (prescription only)*
- Weight loss treatment**
- X-rays

*If prescribed for a particular ailment or medical condition; a letter of medical necessity is required. **Cosmetic procedures are not reimbursable.

Important Change Regarding Over-the-Counter (OTC) Medications

Starting January 1, 2011, OTC medications will require a doctor's prescription to be eligible for reimbursement.

As a result, OTC medications cannot be purchased using the mySource card after December 31, 2010 unless dispensed by a pharmacy the same as a standard prescription. If a manual claim is submitted for purchase of an OTC medication after December 31, 2010, a prescription must be included with the claim in order to receive reimbursement.

Non-medicated OTC products (gauze pads, diabetes test strips, saline solution, etc.) are not affected by this change in the law. You can continue to receive reimbursement for such items after December 31, 2010 in the same manner you do now.

Flex/HRA 213(d) Eligible OTC Medications and Products

Eligible Now, But Will Require A Prescription To Remain Eligible After December 31, 2010:

- Acne medications and treatments
- Allergy and sinus, cold, flu and cough remedies (antihistamines, decongestants, cough syrups, drops, nasal sprays, etc.)
- Antacids and acid controllers
- Antibiotic and antiseptic sprays, creams, and ointments
- Anti-diarrheals
- Anti-fungals
- Anti-gas and stomach remedies
- Anti-itch and insect bite remedies
- Anti-parasitics
- Digestive aids
- Baby care (diaper rash ointments, teething gel, rehydration fluids, etc.)
- Contraceptives (condoms, gels, foams, suppositories, etc.)

- Eczema and psoriasis remedies
- Eye & ear drops, nasal sprays
- First aid kits
- Hemorrhoidal preparations
- Hydrogen peroxide
- Laxatives
- Medicated band-aids, dressings
- Motion sickness remedies
- Pain relievers (aspirin, ibuprofen, acetaminophen, naproxen, etc.)
- Sleep aids and sedatives
- Smoking cessation aids
- Wart removal remedies

Eligible Now And Eligible After December 31, 2010 With No Prescription Required:

- Braces and supports
- Contact lens solution
- Diabetic testing supplies and equipment
- Durable medical equipment (walkers, CPAP equipment and supplies, etc.)
- Home diagnostic (pregnancy tests, ovulation kits, thermometers, blood pressure monitors, etc.)
- Non-medicated band-aids, rolled bandages/dressings
- Reading glasses

Flex/HRA 213(d) Non-Eligible Healthcare Expenses

- Advance payment for services to be rendered
- Automobile insurance premium allocable to medical coverage
- Boarding school fees
- Body piercing
- Bottled water
- Chauffer services
- Controlled substances
- Cosmetic surgery and procedures
- Cosmetic dental procedures
- Dancing lessons
- Diapers for infants
- Diaper service
- Ear piercing
- Electrolysis
- Fees written off by provider
- Food supplements
- Funeral, cremation, or burial expenses
- Hair transplant
- Herbs and herbal supplements
- Household and domestic help
- Health programs, health clubs, and gyms
- Illegal operations and treatments
- Illegally procured drugs
- Insurance premiums (not reimbursable under FSA; reimbursable under HRA only)
- Long-term care services
- Maternity clothes
- Medical savings accounts
- Premiums for life insurance, income protection, disability, loss of limbs, sight, or similar benefits
- Personal items
- Preferred provider discounts
- Social activities
- Special foods and beverages
- Swimming lessons
- Tattoos/tattoo removal
- Teeth whitening
- Transportation expenses to and from work
- Travel for general health improvement
- Uniforms
- Vitamins and supplements without prescription
- Warranties

Flex/HRA 213(d) Non-Eligible OTC Healthcare Expenses

The following are examples of OTC medications and products which are NOT eligible for reimbursement. Additional items will join this list effective January 1, 2011, due to changes in the law brought about by the Patient Protection and Affordable Care Act (PPACA).

- Aromatherapy
- Baby bottles and cups
- Baby oil
- Baby wipes
- Breast enhancement system
- Cosmetics (including face cream and moisturizer)
- Cotton swabs
- Dental floss
- Deodorants and anti-perspirants
- Dietary supplements
- Feminine care items
- Fiber supplements
- Food
- Fragrances
- Hair re-growth preparations
- Herbs and herbal supplements
- Hygiene products and similar items
- Low-carb and low-fat foods
- Low calorie foods
- Lip balm
- Medicated shampoos and soaps
- Petroleum jelly
- Shampoo and conditioner
- Spa salts
- Suntan lotion
- Toiletries (including toothpaste)
- Vitamins and supplements without prescription
- Weight loss drugs for general well-being