

polestarbenefitsinc
YOUR GUIDING LIGHT FOR INSURANCE & ADMINISTRATION
201%- 125 Plan Covered Expenses

HEALTH CARE FLEXIBLE SPENDING ACCOUNT

This list provides examples of expenses that qualify for reimbursement from the Health FSA. Generally, covered expenses include deductibles, co-payments and health care expenses not covered by health care plans that are considered tax deductible. These expenses must be medically necessary and treating an illness or injury. Under most of the categories, you will also find examples of expenses not qualified for reimbursement because they are not considered legitimate deductions for federal income tax purpose.

Note: Limited Use Health FSA only includes eligible dental and vision expenses not covered by a health plan.

Prescription Drugs

Covered Expenses:

- Prescription vitamins prescribed to treat a specific health condition
- Prescription drugs
- Insulin
- Birth control pills/contraceptives
- Over-the-counter drugs used to alleviate or treat a health condition, i.e., antacids and allergy medications

Expenses not covered:

- Vitamins taken for general health purposes
- Over-the-counter drugs used for your general health, i.e., dietary supplements

Medical Equipment and Supplies

Covered Expenses:

- Wheelchair, crutches and other durable medical equipment
- Anesthesia, oxygen and oxygen equipment
- Syringes, needles and other medical supplies
- Prosthetic and orthopedic devices
- Support hose which are medically necessary
- Orthopedic shoes
- Wigs where necessary for the mental health of a person who loses hair because of disease – a doctor's letter of medical necessity is required

Expenses not covered:

- Wigs when not considered medically necessary for mental health

Dental and Orthodontic Care

Covered Expenses:

- Fees for dentist, dental hygienist or orthodontist
- Dental check-ups, X-rays, extractions and fillings
- Artificial teeth and dentures
- Braces and orthodontic devices

Expenses not covered:

- Dental care for cosmetic purposes
- Teeth guards desired for sports
- Teeth whitening procedures

Medical Fees and Services

Covered Expenses:

- Fees for any licensed physician, including a dermatologist, anesthesiologist and gynecologist
- Obstetrical expenses, including abortion
- Hospital services, including fee for private room
- Fees for a registered nurse or licensed practical nurse for medical care
- Laboratory and X-ray diagnostic services
- Confinement in a nursing home for the treatment of an illness or injury
- Hospice care
- Fees for chiropractors and osteopaths
- Christian Science practitioner's fees
- Surgery and transplants
- Vaccinations and immunizations
- Social Security tax paid on a nurse's wages when services qualify
- Founder's fee paid in a monthly or lump sum to a retirement home to cover the portion specifically for medical care.

Expenses not covered:

- Fees for domestic help, companion, babysitter, chauffeur, etc., who primarily render non-medical services
- Nursemaids or practical nurses who provide general care for healthy infants
- Custodial care in an institution
- Fees for which the child care credit is taken on your income tax return
- Cosmetic services

Hearing Care

Covered Expenses:

- Fees for a hearing examination
- Hearing aids
- Batteries for operation of hearing aids

Physical Examinations

Covered Expenses:

- Routine and preventive physicals
- School physicals

Expenses not covered

- Employment – related physicals

Vision Care

Covered Expenses:

- Fees for an optometrist or ophthalmologist
- Eyeglasses, including lenses and frames
- Contact lenses and cleaning supplies
- Corrective vision surgery

Expenses not covered

- Clip-ons
- Safety glasses with no correction

Therapy and Treatments

Covered Expenses:

- X-ray, radium and chemotherapy treatment
- Treatment for alcoholism or drug dependency
- Physical or occupational therapy by a licensed therapist
- Fees for weight loss programs prescribed by a physician to treat a specific illness
- Smoking cessation programs
- Stop-smoking drugs prescribed by a physician
- Speech therapy
- Legal sterilization
- Acupuncture
- Hair transplant if medically necessary
- Electrolysis if medically necessary

Expenses not covered:

- Physical treatments such as massages unrelated to a specific health problem
- Fees for exercise, athletic or health club membership not medically necessary
- Fees for aerobic classes or dance lessons even though recommended by a physician for general health purposes
- Fees for weight loss programs for general health purposes

Psychiatric Care

Covered Expenses:

- Fees for licensed psychotherapists, psychiatrists and psychologists
- Psychiatric therapy for sexual problems
- Legal fees related to the commitment of a mentally ill person

Assistance for the Handicapped

Covered Expenses:

- Fees for tutoring by a licensed school or therapist for a child with a severe learning disability
- Fees for a blind person's guide
- Fees for a deaf student's note-taker
- Braille books and magazines that exceed the cost of regular editions
- Guide dog for a blind or deaf person, and the cost of training maintenance
- Audio display equipment or telephone for a deaf person
- Cost of specifically equipping a vehicle for a handicapped person that exceeds the cost of an ordinary vehicle, and the device for lifting a handicapped person into the vehicle
- Advance payment to a private institution for lifetime care treatment or training of a mentally or physically handicapped person

Miscellaneous Charges

Covered Mileage:

- Ambulance services
- Mileage reimbursement for travel required to get to a doctor or medical facility
- Expenses and services related to donating an organ

- Fees for computer storage of medical records
- Cost of a medically prescribed diet that exceeds the cost of a normal diet
- Charges for medical care included in a tuition fee if billed separately

Expenses not covered:

- Medical expenses which are claimed on your tax return
- Funeral and burial expenses
- Maternity clothes
- Diaper service
- Cosmetics, toiletries and sundry items
- Pajamas purchased to wear in the hospital
- Distilled water purchased to avoid drinking fluoridated water
- Insurance premiums
- Transportation expenses to and from work even though a physical condition may require a special means of transportation

Reminder: Limited Use Health FSA reimburses for eligible dental and vision expenses only.

DEPENDENT CARE ASSISTANCE PROGRAM

Here is a list of expenses which qualify for reimbursement from the Dependent Care Assistance Program. Generally, covered expenses include the cost of child care or care for a disabled spouse or dependent that allows you, if single – or you and your spouse, if married – to be gainfully employed. You'll also find examples of expenses that do not qualify for reimbursement because they are not considered legitimate deductions for federal income tax purposes.

Covered Expenses:

- Fees paid to a child care center or day camp that complies with all applicable state and local regulation if providing care for more than six children
- Full amount paid to a nursery school, even though the cost may include lunch and education services
- Fees paid to a babysitter in or outside your home
- Fees paid to a relative who provides dependant care services except for your spouse, your child under age 19 or a dependent you claim for federal income tax purposes
- Fees paid to a housekeeper or cook who also is responsible for providing care for an eligible dependent
- Fees paid to a nurse or home health care agency to care for your spouse or legal dependent who is physically or mentally incapable of self-care
- Legally mandated amounts paid on behalf of the provider – Social Security (FICA), federal (FUTA) and state (SUTA) unemployment taxes.

Expenses not covered:

- Food and clothing
- Educational expenses (i.e., kindergarten)
- Transportation to and from the place where dependent care services are provided
- Fees paid for a child care center that provides care for more than six children but does not comply with all applicable laws
- Expenses for which a federal child care tax credit is taken or which are claimed under the Health Care Account
- Registration, tuition and enrollment fees