

Northeast Benefits Management, LLC

Employee Benefits Simplified

The following is a representative list of Ineligible Expenses under Health Care Flexible Spending Accounts. This is not an exhaustive list. If you have any questions about the eligibility of an item, please contact NBM at info@nbmus.com. To find Eligible Expenses, open this Hyperlink [Health Shopper \(my-healthshopper.com\)](http://HealthShopper(my-healthshopper.com))

INELIGIBLE EXPENSES
MEDICAL
Collagen Injections and/or Botox (for the purpose of improving the patient’s appearance, LMN needed if use for medical condition)
Cosmetics (such as face creams, deodorants, hand lotions, etc.)
Cosmetic Implants (not eligible if the primary purpose is to improve the patient’s appearance)
Cosmetic Surgery (for the purpose of improving the patient’s appearance, LMN needed if needed for medical condition)
Drugs/Medicines prescribed by an Alternative Healer (unless to treat a specific medical condition, LMN needed)
Ear Piercing
Electrolysis/Hair Removal/Hair Transplants
Experimental Treatments or Drugs not FDA approved
Medical supplies must be purchased to treat a specific medical condition and not as a personal comfort item (Travel Pillow etc.)
Marriage Counseling, Career Counseling, Life Coaching, Parenting Skill Counseling (relief of stress or improvement of mental health)
Massage Therapy (unless prescribed by a physician to treat a specific injury or trauma, LMN needed)
Nutritional Supplements, Vitamins, Herbal Supplements, Natural Medicines (unless prescribed by a physician to treat a specific medical condition, LMN needed)
Over-the-Counter items with CBD Oil. No formal guidance from the IRS. (Some states allow CBD with THC, conservative approach is to decline)
Over-the-Counter supplies (i.e., Q-Tips, Cotton Swabs etc.)
Physical Therapy Supplies (bands, balls, etc.)
Prescriptions purchased outside of the U.S. to be consumed in the U.S. (if purchased while abroad, to be used while abroad, may be eligible)
Rogaine (if purchased for cosmetic purposes)
Sclerotherapy, Varicose Veins (treatments may be eligible with an LMN)
DENTAL & VISION
Dental Implants (not eligible if the primary purpose is to improve the patient’s appearance and/or if solely for cosmetic purposes)
Mouth guard for sports related protection
Teeth Whitening/Bleaching (may be eligible to treat a congenital abnormality, disfiguring disease, or treatment resulting from injury from an accident or trauma, LMN needed)
Toothbrushes & Dental Floss (including a dentist recommendation for a special toothbrush such as electric or battery-powered to treat a medical condition)
Toothpaste (excess cost may be eligible if prescribed to treat a specific medical condition, LMN needed)
Sunglasses (non-prescription), Contact Lenses for cosmetic purposes (to change one’s eye color)

MISCELLANEOUS
Exercise Equipment or Fitness Programs (LMN If medical condition, must include treatment plan)
Fees for missed appointments, re-processing fees, interest on overdue bills, collection fees and/or credit card fees.
Funeral Expenses
Gym Memberships (LMN needed if medical condition, membership must be broken out to show only areas that are being used to treat the condition, must include treatment plan, participant must certify not already member of a gym or health club)
Health Club Dues, Swimming Lessons, Tanning Salons & Equipment
Household Help
Mattresses
Meals (associated with travel for medical purposes)
Weight Loss/Gain Programs/Drugs (for improvement of general health, LMN needed if medical condition)
Wigs (may be eligible for the mental health of a patient who has lost all of his or her hair due to disease or treatment, LMN needed)

A Letter of Medical Necessity must be presented prior to the purchase of those items listed as LMN needed, for determination of eligibility.

Participants may **NOT** be reimbursed for the cost of other health coverage such as premiums paid under plans maintained by the employer of the Participant's spouse or individual policies maintained by the Participant or his spouse or Dependent.

Qualified long term care services may **NOT** be reimbursed as defined in Code Section 7702B(c).

Some Employers have elected not to allow menstrual and over-the-counter products. You will want to check with HR to determine if these products are eligible under your plan.

Participants may be reimbursed for qualified medical expenses for dependents including children up to age 26.

Note that Publication 502 should be used with caution in connection with this benefit as it only addresses the expenses that are tax deductible and does not account for the differences in the rules for reimbursing expenses under health FSAs, HSAs or HRAs.

The IRS does not allow stockpiling to use up your FSA funds. You should only purchase enough items that can be reasonably used during the plan year.