Eligible Expenses

Health Care Account
• Copays, deductibles, and coinsurance
• Acupuncture
• Blood pressure monitors
• Body scans
• Childbirth classes
• Chiropractic care
• Contact lenses (prescription), solutions, cleaners and cases
• Dental care (including crowns, endodontic services, fillings, implants, oral surgery, periodontal services and sealants, but not porcelain veneers)
• Diabetic supplies
• Fertility treatments*
• First aid kits
• Flu shots
• Foot care (e.g., athlete’s foot products, arch supports, callous removers, etc.)
• Hearing aids (including batteries)
• Home diagnostic tests and kits (e.g., cholesterol, colorectal screenings, etc.)
• Home medical equipment* (e.g., crutches, wheelchairs, canes, oxygen, respirators, etc.)
• Laser eye surgery*
• Learning disability therapies* (including speech therapy and remedial reading)
• Medical supplies
• Mental health counseling
• Occupational therapy
• Orthodontia
• Over-the-counter medicines (prescription only and must be filled at a pharmacy)
• Physical therapy
• Prescription drugs
• Preventive care screenings
• Prosthetics
• Psychiatric services and care
• Service animals
• Shipping and handling charges for medical needs, such as eligible over-the-counter items and mail-order prescriptions
• Smoking cessation products (prescription only)
• Specialized equipment and services for disabled persons*
• Substance abuse treatment
• Sunscreen*
• Transportation expenses related to medical care
• Vision care (including prescription eyeglasses, prescription sunglasses, and vision correction procedures)

Dependent Care Account
• Child care (at a day care center, day camp, sports camp, nursery school or by a private sitter)
• Before and after-school care (must be billed separately from tuition)
• Adult day care expenses
• Expenses for a housekeeper whose duties include caring for an eligible dependent
• Placement fee expenses and stipend for an au pair

*Expenses that require a letter of medical necessity from your health care provider in order to be considered eligible for reimbursement.

Eligible expenses are subject to change based on IRS guidance. This document provides a general overview and is not inclusive, nor a guarantee of eligibility or payment.