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## **Eligible Expenses for FSA and HRA**

ICUBA administers the Flexible Spending Account (FSA) and the Health Reimbursement Account (HRA) that are sponsored by your employer. As the administrators, we are required to ensure that the FSA and HRA are in compliance with IRS regulations. When using your ICUBA Benefits MasterCard®, you will find that most of your card transactions are approved at the point-of-sale; however, the IRS may require you to provide a letter of medical necessity for:

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| <ul style="list-style-type: none"> <li>▪ Allergy and Sinus Relief (e.g., air purifier, humidifier, special vacuum cleaners)</li> <li>▪ Alternative Treatments</li> <li>▪ Baby Formula</li> <li>▪ Blood Cord Storage</li> <li>▪ Capital Expenses</li> <li>▪ Clinical Trials</li> <li>▪ Cosmetic Surgery and Procedures</li> <li>▪ Cushions</li> <li>▪ Dietary Supplements</li> <li>▪ Guide Dog or Other Service Animal</li> <li>▪ Herbal Medications</li> <li>▪ Lead-Based Paint Removal</li> <li>▪ Learning Disability Treatments</li> </ul> | <ul style="list-style-type: none"> <li>▪ Legal Fees</li> <li>▪ Massage Therapy and Equipment</li> <li>▪ Mattress and Mattress Boards</li> <li>▪ Medical Alert Programs</li> <li>▪ Medical Conferences</li> <li>▪ Medical Equipment Maintenance</li> <li>▪ Personal Items (e.g., diapers, water picks, wigs)</li> <li>▪ Rehabilitation Equipment</li> <li>▪ Special Foods</li> <li>▪ Sports Orthotics</li> <li>▪ Vitamins</li> <li>▪ Weight Loss Programs, Treatment and Prescriptions</li> </ul> |
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The letter of medical necessity should be dated and signed by the physician, must include the specific medical disorder, the specific treatment needed, how long treatment is needed, and how treatment will alleviate the specific medical disorder. If a letter of medical necessity is not obtainable, and the ICUBA Benefits MasterCard® was used to pay for the service, the affected transactions will need to be rectified by either making payment to ICUBA or submitting a manual claim for other medical expenses that you paid for out-of-pocket. For a complete list of eligible expenses and requirements, you may view the FSA and HRA Eligible Expense List by visiting the Reference Center on our website at <http://icubabenefits.org> (do not include the www); click ICUBA Employee Benefit News and Information; the information is under the FSA and HRA section.

## Important Information to Improve Your Health

### **National Immunization Awareness Month**

We all need immunizations (also called vaccines or shots) to help protect us from serious diseases. Shots can prevent infectious diseases like measles, diphtheria, and rubella. Immunizations aren't just for babies and young kids. It's important to know which shots you need and when to get them.

#### **All immunizations are free to you at network providers**

##### **Children**

- Diphtheria, Tetanus, Pertussis
- Haemophilus influenzae type b
- Hepatitis A, Hepatitis B
- Quadrivalent Human Papillomavirus vaccine for females
- Inactivated Poliovirus
- Influenza
- Measles, Mumps, Rubella
- Meningococcal
- Rotavirus
- Varicella

##### **Adults**

- Hepatitis A
- Hepatitis B
- Herpes Zoster (shingles)
- Quadrivalent Human Papillomavirus vaccine for females
- Influenza
- Measles, Mumps, Rubella
- Meningococcal
- Pneumococcal
- Tetanus, Diphtheria, Pertussis
- Varicella

**Starting September 1<sup>st</sup>, visit any of Walgreens' convenient locations to get your flu shot (influenza and H1N1 combined) AT NO CHARGE. To learn when and where you can receive the shot, call 1-800-WALGREENS (1-800-925-4733) or visit Walgreens.com/flu. You may pre-register on-line or by calling the store. On the day of your shot, present your WHI ID card to the certified healthcare professional.**

**You may also go to a Take Care Clinic<sup>sm</sup> at select Walgreens locations to receive your flu shot (influenza and H1N1 combined) AT NO CHARGE (you will be charged for an office visit). Go to takecarehealth.com to find the nearest location administering flu vaccines. On the day of your shot, present your Blue Cross Blue Shield of Florida ID card to the certified health professional.**

### **New Baby Enrollment Reminder**

It is necessary to enroll a newborn, adopted child, foster child, or other child in court-ordered custody *within thirty (30) days after the event* or they **WILL NOT BE COVERED** under the ICUBA Plan. You must obtain, complete, sign and return a new enrollment form to your HR department and make your election online to add your new dependent.

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### **Over-The-Counter Medicines and Drugs**

As a reminder, starting January 1, 2011, eligible expenses that will require a doctor's prescription in order to use your ICUBA Benefits MasterCard® or for manual reimbursement may include, but are not limited to acetaminophen, acne products, allergy products, antacid remedies, antibiotic creams/ointments, anti-fungal foot sprays/creams, aspirin, baby care products, cold remedies (including shower vapor tabs), cough syrups and drops, medicated eye and ear drops, ibuprofen, joint relief, laxatives, migraine remedies, motion sickness, nasal sprays, pain relievers, sleep aids, teething gels, and topical creams for itching, stinging, burning, pain relief, sore healing or insect bites.

Items that will continue to be eligible without a doctor's prescription after January 1, 2011 include, but are not limited to band aids, bandages and wraps, braces and supports, catheters, contact lens solutions and supplies, contraceptives and family planning items, denture adhesives, diabetic supplies and insulin, diagnostic tests and monitors, first aid supplies, hearing aid batteries and supplies, peroxide and rubbing alcohol.