

**LIMITED FLEXIBLE SPENDING ACCOUNT (FSA)
FOR HSA PARTICIPANTS
ALLOWABLE DENTAL, VISION and PREVENTIVE CARE EXPENSES**

Amounts paid to satisfy the deductible under the High Deductible Health Plan **cannot be** reimbursed from the Health Care Spending Account. No expense may be claimed for reimbursement from both the HSA and the Health Care Spending Account.

DENTAL

General Guidelines: Any eligible out-of-pocket expense for services not covered by your Dental Plans allowed under code section 213 (d). Included but not limited to:

Dental Fees for exams, Cleanings, Routine Care Orthodontia (Based Upon Pro-Rated service of Expense within plan year) cannot pre-pay for full treatment.	Dentures Fillings	Root Canals Crowns
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Any procedure that does not promote the proper function of the mouth and is primarily for cosmetic purposes is NOT ELIGIBLE.

VISION

Fees for Eye Exams Prescription Eyeglasses Prescription Sunglasses	Reading Glasses to correct a defect Lasik Eye Surgery Contact lenses and maintenance products	Ophthalmology and Optometry Services
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PREVENTATIVE SERVICES

PER NOTICE 2004-23 Preventive care for purposes of section 223 (c) (2) (C) includes, but is not limited to, the following:

Routine prenatal and well-child care Child and Adult Immunizations Periodic health evaluations, including tests and diagnostic procedures ordered in connection with routine examinations, such as annual physicals	Tobacco cessation programs Obesity weight-loss programs	Screening services
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PREVENTIVE CARE DOES NOT generally include any service or benefit intended to treat an existing illness, injury, or condition.

Safe Harbor Preventive Care Screening Services

Cancer Screening

Breast Cancer (e.g. Mammogram)
Cervical Cancer (e.g. Pap Smear)
Colorectal Cancer
Prostate Cancer (e.g. PSA Test)
Skin Cancer
Oral Cancer
Ovarian Cancer
Testicular Cancer
Thyroid Cancer

Heart & Vascular Diseases Screening

Abdominal Aortic Aneurysm
Carotid Artery Stenosis
Coronary Heart Disease
Hemoglobinopathies
Hypertension
Lipid Disorders

Mental Health Conditions and Substance

Abuse Screening

Dementia
Depression
Drug Abuse
Problem Drinking

Suicide Risk
Family Violence

Musculoskeletal Disorders Screening

Osteoporosis

Pediatric Conditions Screening

Child Development Delay
Congenital Hypothyroidism
Lead Levels in Childhood & Pregnancy
Phenylketonuria
Scoliosis, Adolescent Idiopathic

Vision and Hearing Disorders Screening

Glaucoma
Hearing Impairment in Older Adults
Newborn Hearing

Infectious Disease Screening

Bacteriuria
Chlamydial Infection
Gonorrhea
Hepatitis B Virus Infection
Hepatitis C
Human Immunodeficiency Virus (HIV)

Infection
Syphilis
Tuberculosis Infection

Metabolic, Nutritional, & Endocrine Conditions

Screening

Anemia, Iron Deficiency
Dental and Periodontal Disease
Diabetes Mellitus
Obesity in Adults
Thyroid Disease

Obstetric & Gynecologic Conditions Screening

Bacterial Vaginosis in Pregnancy
Gestational Diabetes Mellitus
Home Uterine Activity Monitoring
Neural Tube Defects
Preeclampsia
Rh Incompatibility
Rubella
Ultrasonography in Pregnancy