

SCHEDULE A

HEALTHCARE FLEXIBLE SPENDING ACCOUNT

List of Eligible/Ineligible Expenses

Eligible Expenses

Below is a current list of healthcare expenses reimbursable under your Healthcare FSA account. These expenses must be medically necessary and satisfy all other requirements for reimbursement under your employer's Flexible Benefits Plan and applicable federal tax law. This list is intended to be a guide to assist you in determining whether an expense is eligible for reimbursement. This is not an exhaustive list. This list may be modified from time to time. For specific questions regarding expenses eligible for reimbursement, please contact HealthTrust's FSA Administrator.

Acupuncture

Alcoholism treatment program fees

Ambulance service

Artificial limbs

Birth control pills and devices

Braille books and magazines (above the cost of regular print)

Breast pumps and supplies that assist lactation

Breast reconstruction surgery (following mastectomy)

Capital expenses (for special equipment installed in the home or for improvements if their main purpose is medical care)

Car modification for equipment installed for the use of a person with a disability

Childbirth classes (mother's costs only)

Chiropractic care

Christian Science practitioner fees

Co-insurance amounts

Contact lenses (including cleanser and saline solution)

Co-payments

Cosmetic surgery (only from congenital abnormality, personal injury or disfiguring disease)

Crutches

Deductibles

Dental expenses (non-cosmetic only)

Dentures

Diabetic Supplies

Drug addiction treatment at a therapeutic center

Eye Exams

Eyeglasses

Guide dog or other animal used by person with a physical disability

Hearing aids and batteries

Hospital fees

Infertility treatments

Insulin

Laboratory fees

LASIK

Learning disability (tuition payments or tutors' fees for child with severe learning disabilities caused by mental or physical impairments, only if doctor recommends child attend the school)

Lodging and meals (at a hospital or similar institution if main reason for being there is to receive medical care or accompanying a dependent receiving the care)

Medical equipment, supplies and diagnostic devices (for diagnosis, cure, mitigation, treatment or prevention of disease)

Medical services provided by physicians, surgeons and specialists (non-cosmetic only)

Mileage (only for the purpose of receiving medical services)

Naturopathy (for treatment of specific medical conditions)

Optical Care by Optometrist/Ophthalmologist or Optician

Organ transplants

Orthodontia

Orthotic Inserts

Physical exams (except for employment-related physicals)

Physical Therapy

Prescribed Medicines and drugs

PRK (photo refractive keratectomy)

Prosthesis

Psychiatric care

Psychoanalysis

Psychological treatment

Schools, special (a school that teaches Braille, lip-reading, remedial language training to correct condition cause by birth defect)

Smoking cessation programs



Special Foods (prescribed by a physician at costs in excess of commonly available products)

Sunglasses (Prescription)

Teeth guards (except for sports use)

Vaccines

Vasectomy

Wheelchair costs

X-rays

Ineligible Expenses

Breast augmentation such as implants or injections

Church of Scientology audits

Cord blood storage

Cosmetic surgery

Dancing lessons, swimming lessons, etc. (even if recommended by a doctor)

Dependent care

Ear or body piercing

Electrolysis or hair removal

Employment-related expenses (i.e. work physicals)

Exercise/fitness programs or equipment

Finance or missed appointment charges

Funeral expenses

Hair transplant

Health club dues

Household help (even if recommended by doctor)

Insurance premiums

Lead-based paint removal

Marriage counseling

Massage (unless prescribed and substantiated by physician to treat physical defect or illness)

Maternity clothes

Mattresses/mattress boards

Medical alert devices

Medical savings accounts (MSAs)

Nutritional supplements (unless prescribed and substantiated by physician to treat physical defect or illness)

Resort/Spa

Sunglasses (non-prescription)

Weight loss program (not for general health even if doctor prescribes the program)

Eligible Over-the-Counter (OTC) Products

IMPORTANT NOTE REGARDING OTC ITEMS

The recently enacted Patient Protection and Affordable Care Act of 2010 has changed the rules for the purchase of OTC products using your Flexible Spending Account (FSA) pre-tax funds. Beginning January 1, 2011, OTC drugs and medicines are not eligible for FSA reimbursement unless: the program participant obtains a prescription for the drug or medicine, the prescription meets the legal requirements of a prescription in New Hampshire, and the prescription is issued by an individual who is legally authorized to issue a prescription in New Hampshire. OTC supplies and equipment (e.g. bandages and reading glasses) are not impacted by the legislation and continue to be eligible without a prescription.

Under current IRS rules, your Benny Prepaid Benefits Card may be used for the purchase of OTC drugs and medicines as long as the prescription is filled by a pharmacist and an Rx number is assigned. If your OTC prescription is not filled by a pharmacist, you must pay out of pocket and submit a claim for reimbursement. Any debit card use and reimbursement of qualifying OTC products will be only to the extent permitted by applicable IRS rules in effect at the time the item is purchased. This list may be modified from time to time. It is recommended that participants use caution when including OTC drugs and medicines in their annual FSA elections.

Ineligible Over-the-Counter Medicines and Drugs (unless prescribed in accordance with state laws)

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|---------------------------------|---------------------------------------------------|--------------------------------------------------------------------|
| ▪ Acid controllers | ▪ Denture pain relief | ▪ Medicated or unmedicated nasal sprays, drops & inhalers |
| ▪ Allergy & sinus | ▪ Digestive aids | ▪ Medicated or unmedicated respiratory treatments & vapor products |
| ▪ Antibiotic products | ▪ Ear care | ▪ Motion sickness |
| ▪ Antifungal (foot) | ▪ Eye care | ▪ Oral remedies or treatments |
| ▪ Antiseptics & wound cleansers | ▪ Feminine antifungal & anti-itch | ▪ Pain relief (includes aspirin) |
| ▪ Anti-diarrhea medicines | ▪ First aid burn remedies | ▪ Skin treatments |
| ▪ Anti-gas | ▪ Foot care treatment | ▪ Sleep aids & sedatives |
| ▪ Anti-itch & insect bite | ▪ Hemorrhoidal preps | ▪ Smoking deterrents |
| ▪ Baby rash ointments | ▪ Homeopathic remedies | ▪ Stomach remedies |
| ▪ Baby teething pain | ▪ Incontinence protection & treatment medications | |
| ▪ Cold sore remedies | ▪ Laxatives | |
| ▪ Contraceptives | | |
| ▪ Cough, cold & flu | | |

Eligible Over-the-Counter Items (you can use your benefits card for these items)

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|-------------------------------------|------------------------------------------------------------------------------------------|-------------------------------------------------|
| ▪ Baby Electrolytes and Dehydration | ▪ Diabetes Testing and Aids | ▪ Hearing Aid Batteries |
| ▪ Blood Pressure Monitors | ▪ Family Planning (pregnancy and ovulation kits) | ▪ Incontinence Products (e.g. Attends, Depends) |
| ▪ Cholesterol Testing | ▪ First Aid Supplies (bandages, band-aids, hot/cold packs, gauze pads, non-sports tapes) | ▪ Reading Glasses |
| ▪ Condoms | | ▪ Thermometers |
| ▪ Contacts Lens Care | | |

Ineligible Over-the-Counter Items

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|-----------------------------|----------------------------------|-----------------------------------------------------------------------------------------------------------------|
| ▪ Chapstick | ▪ Hand lotion | ▪ Vitamins & supplements (unless prescribed and substantiated by physician to treat physical defect or illness) |
| ▪ Cosmetics | ▪ Moisturizers | ▪ Weight loss drugs |
| ▪ Deodorant | ▪ Mouthwash | |
| ▪ Face Creams | ▪ Suntan lotion (unless >30 spf) | |
| ▪ Feminine hygiene products | ▪ Toothpaste | |

Disclaimer: The information contained in this document is not a substitute for legal or tax advice. HealthTrust has attempted to provide accurate information but makes no representation or warranties (implied or expressed) as to the accuracy of this material or its compliance with applicable local, state or federal law. For advice, you should consult your legal or tax advisor.