

FSA Participant Update - Summer 2010

Over-the-Counter Drug Reimbursement Changes

The new healthcare reform law, the Patient Protection and Affordable Care Act (PPACA), requires a prescription for FSA reimbursement of over-the-counter drugs and medicines (examples include but are not limited to Tylenol, Advil, Claritin, cough syrup). This change will take effect on January 1, 2011, so if you are enrolled in a plan that begins before that date, the change will affect you mid-plan year. Note that this change does not affect non-drug over-the-counter items, which are still fully reimbursable without a prescription. Watch ProBenefits.com for the latest news concerning the new bill.

Key Points:

- You can be reimbursed for over-the-counter (OTC) medicines through 12/31/10 without a prescription.
- Beginning 1/1/11, you will need a prescription to be reimbursed for OTC medicines.
- You will not need a prescription, even after 1/1/11, for OTC non-medicine items that are reimbursable, such as bandages, contact lens solution, and diagnostic devices.

Is the End of Your Plan Year Approaching?

ProBenefits will send you notification of your remaining balance about two months before the end of your plan year, but you can check your balance at anytime by logging into your account at ProBenefits.com. Did you have fewer medical expenses this year than you anticipated? Here are some ideas to help you use the extra money in your Medical FSA. If you have questions about any expense, please contact ProBenefits.

- Buy new prescription glasses and contact lenses for yourself and your eligible dependents. You can even get prescription sunglasses! Contact lens care supplies are also reimbursable.
- Get some diagnostic equipment. Blood pressure monitors, thermometers and other medical diagnostic devices are reimbursable.
- Make sure to have dental cleanings and eye exams done for yourself and eligible dependents before the end of your plan year.
- Check online with your insurance company for a listing of all copays, coinsurance and deductible amounts from the plan year which are your responsibility, and use your account detail information on ProBenefits.com to see if there are any amounts you haven't already submitted for reimbursement.

Important Notes:

- The IRS does not allow stockpiling to use up your FSA funds, so don't buy too many of any item.
- Some potentially eligible items and services, such as vitamins and supplements or weight loss programs, are only reimbursable with a doctor's note recommending the item or service to treat a specific medical condition.
- To be reimbursed, expenses must be incurred while you are an eligible participant during the plan year.
- Please visit ProBenefits.com for more detailed information on the IRS rules governing FSA plans.