



## Important information you should know about changes coming to Health Care Flexible Spending Plans effective January 1, 2011

On March 23, 2010, the Patient Protection and Affordable Care Act was signed into law and on March 30, 2010, the Health Care and Education Affordability Reconciliation Act was enacted. Both Acts include language that will have an impact on Health Care Flexible Spending Accounts (FSA) beginning in January 2011.

***Effective January 1, 2011, reimbursements for over the counter (OTC) medicines and drugs will no longer be eligible for reimbursement under a Health FSA Plan unless they are prescribed by a physician.*** It is important to note that not all items on the OTC list are affected. Only those items that represent drugs and medicines (that are not prescribed by a physician) are precluded from tax-free reimbursement. Items such as office visit copays, deductibles, bandages, and non-cosmetic medical, dental and vision expenses, and many others will remain eligible expenses. As a result, MedBen still recommends that you should encourage your employees to set aside money on a pre-tax basis for these items.

In order to obtain reimbursement for OTC medications, a copy of your prescription for the medication will have to be submitted either prior to or at the time of filing the claim for reimbursement. The debit card will not allow these medications to be purchased using the card effective January 1, 2011.

Effective January 1, 2011, the following categories of items will be deleted from the FSA eligible item list without a prescription:

- Acid Controllers
- Allergy & Sinus
- Antibiotic Products
- Anti-Diarrheals
- Anti-Gas
- Anti-Itch & Insect Bite
- Antiparasitic Treatments
- Baby Rash Ointments/Creams
- Cold Sore Remedies
- Cough, Cold & Flu
- Digestive Aids
- Feminine Anti-Fungal/Anti-Itch
- Hemorrhoidal Preps
- Laxatives
- Motion Sickness
- Pain Relief
- Respiratory Treatments
- Sleep Aids & Sedatives
- Stomach Remedies

***Please note, these expenses remain eligible until December 31, 2010 without a prescription.***

If you have any questions in regards to the above please contact our Customer Service Department at (800) 297-1829 or (740) 522-8425, Mon - Fri, 8:00 a.m. – 6:30 p.m. EST.