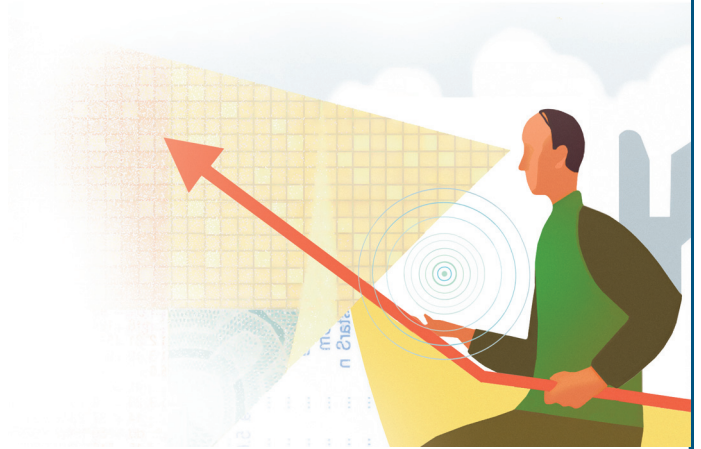


Reimbursable Over-the-Counter Medications

Under the Section 125 Plans and Healthcare Reimbursement Accounts (HRAs)

Reimbursable:

Bandages, gauze pads, first aid kits
Cold/hot packs for injuries, crutches
Contact lens solution, cleaners
Carpal tunnel wrist supports
Condoms, spermicidal foam
Insulin
Nasal strips for snoring
Orthopedic shoe inserts
Pregnancy test kits
Reading glasses
Thermometers (ear or mouth)



Reimbursable with a doctor's prescription:

| | |
|---|---|
| Antacids | Menstrual cycle products for pain and cramp relief |
| Allergy medication | Motion sickness pills |
| Anti-diarrhea medication, laxatives | Nicotine gum or patches for stop-smoking purposes |
| Bug bite medication | Hormone therapy and treatment for menopausal symptoms (hot flashes, night sweats, etc.) |
| Calamine lotion | Prenatal vitamins during pregnancy |
| Cough drops, throat lozenges, sinus medication, nasal sinus spray | Rubbing alcohol |
| Cold medication, pain reliever | Sleeping aids |
| Diaper rash ointment | St John's wort for depression |
| First aid creams and ointments, liquid adhesives, topical ointments | Suppositories |
| Glucosamine/chondroitin for arthritis or other medical conditions | Sunburn cream or ointment |
| Hemorrhoid creams | Supplements, vitamins, or herbal treatments to treat medical condition |
| Incontinence supplies | Wart remover treatments |
| Joint/muscle pain medication | Weight loss drugs to treat a medical condition or obesity |
| Lactose intolerance pills | |
| Medicated shampoos and soaps | |

Not Reimbursable:

Chapped lip treatments
Face creams, moisturizers, suntan lotions, and sunscreen
Toiletries
Toothbrushes, toothpaste
Vitamins and supplements for maintaining general good health

Health Care Reform – Changes affecting Security Flex 125 plan

Over-the-counter medicines require a doctor's prescription.

Effective January 1, 2011 no over-the-counter medicines, other than insulin, are eligible for reimbursement without a prescription. Examples of items that will require a prescription are: pain medication, cold medication, allergy medication.

Over-the-counter items that are not medicine are still eligible for reimbursement without a prescription. Examples of items that are still eligible without a prescription are: Bandages, wraps, crutches, contact lens solution.

Over-the-counter items that require a prescription are not able to be purchased with debit cards. These items will require a manual claim to be submitted.

Coverage for adult children.

Effective immediately parents can use their flexible spending accounts to pay for medical expenses for their children regardless of tax dependent status. This applies to medical reimbursements for individuals who will not turn age 27 by the end of the calendar year. All dependents (birth child, foster child, adopted child) within the age limit qualify, there are no other requirements (full-time student, income) to qualify. This coverage does not include the spouse or children of the adult children.



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