

## Know Your Health Care FSA/HRA Eligible and Ineligible Expenses

**Maximize the Value of Your Reimbursement Account** - Your Health Care Flexible Spending Account (FSA) and/or Health Reimbursement Account (HRA) dollars can be used for a variety of out-of-pocket dependent day care expenses. The following is list of the most common expenses.

### Flexible Spending Account - Dependent Day Care

#### Eligible Expenses

- Babysitting (Work-related)
- Before and after-school care (example: A+)
- Summer day camp
- Tuition for Pre School
- Summer Fun
- Nursery school
- Elder care (Work-related)
- Senior daycare
- Intercession programs during Fall, Winter, and Spring breaks

*Note: This list is not meant to be all-inclusive. DDC expenses are reimbursable as long as allows BOTH parents to work or attend school full time.*

**\*Changes to your FSA DDC election can be made due to a qualifying change in status such as a change in the cost of the benefit.**

#### Ineligible Expenses

- Non Pre-School Tuition
- Overnight camp
- Summer school
- Care for child age 13 or older
- Fees
- Tutoring (example: Kumon)
- Educational, learning or study skills services
- Babysitting (Not work-related)
- Specific Lessons (example: Japanese. Piano, tennis. etc)
- Food, Activity, and Supply expenses if separated from cost of care shown on your bill

*Note: This list is not meant to be all-inclusive.*