

ELIGIBLE AND INELIGIBLE EXPENSES

FSA DEPENDENT CARE



The following expenses are generally permissible for reimbursement through a Flexible Spending Account (FSA), however the permissible expenses may vary by plan. This list and substantiation requirements are subject to change per revised or clarified IRS regulations at any time. You may always contact our Customer Service department to verify the most current requirements and guidelines.

All Reimbursement Request Forms submitted must include the **required documentation** noted below.

Standard documentation includes one of the following:

1. An itemized receipt or statement, or
2. A provider's signature on the Reimbursement Request Form along with the provider's Tax I.D. Number.

A cancelled check does not meet IRS regulations for proper documentation of an eligible expense.

Eligible Expenses for FSA – Dependent Care

Eligible dependent care expenses **must be employment related**.

- Day Camp – primary purpose must be custodial care and not educational in nature
- Dependent care expenses that are necessary for you (and your spouse) to work, actively look for work, or attend school full-time
- Overnight child care when one parent is working and the other is sleeping
- Dependent care for a child under age 13
- FICA/FUTA taxes of daycare provider
- Late pick up fees
- Nanny expenses attributed to dependent care
- Nursery school/Pre-school
- Registration fees – when allocated to dependent care services that have been provided

Ineligible Expenses for FSA – Dependent Care

- Activity fees/supplies
- Beepers/pagers
- Disabled dependent living outside of employee's household
- Educational expenses
- Field trips
- Food
- Kindergarten
- Late payment fees
- Overnight camp
- Placement fees
- Transportation
- Tuition
- Fees paid to a provider not reporting the income to the IRS