

Reimbursements of Over-the-Counter Medications through Health Benefit Expense Accounts

Eligible over-the-counter drugs can be paid for with pre-tax dollars through reimbursement under the Health Benefit Expense Account.

To be eligible for reimbursement*, over-the-counter drugs must be for a medical condition. Examples of nonprescription drugs that may be paid through a Health Benefit Expense Account include antacids, allergy medicines, pain relievers and cold medicines. You must follow the normal Health Benefit Expense Account claim procedures for reimbursement including detailed receipts.

Over the counter drugs that are merely beneficial, (rather than for a specific medical condition), to a faculty or staff member's health are not reimbursable*. Examples of nonprescription drugs that cannot be reimbursed through a Health Benefit Expense Account are nonprescription dietary supplements such as vitamins used to maintain an employee's general health, or, medications taken to promote hair growth.

Princeton University's third party administrator, Crosby Benefit Systems will adjudicate these claims within the definitions of the IRS, and, may require additional documentation if a claim is questionable.

If you have additional questions about this new plan provision, please contact a representative at Crosby Benefit Systems at 1-800-462-2235, or at www.crosbybenefits.com. You may also contact a Human Resources Administrator in the Office of Human Resources at (609) 258-3302, or via email at benefits@princeton.edu. If you are a PPPL employee, you may also contact Kim Mastromarino at (609) 243-2101 or via email at kmastrom@pppl.gov.

*As determined by the Internal Revenue Service.