

# Well-being for Life Program FY 2019 Eligible Expenses

All eligible items apply to products and services used only by the employee unless otherwise noted below.

## Physical



- Activity league and entry fees
- Activity tracking devices (i.e., Fitbit, Striiv, Garmin, Apple watch, etc.)
- Arivale enrollment fees
- Body composition tests
- Camping equipment (tents, sleeping bags and sleeping mats only)
- Court and field fees (i.e., tennis, badminton, ski passes, football, etc.)
- Digital fitness programs, including DVDs
- Doula (certified birth coach)
- Equipment to play/participate in any sport, including equipment repairs (i.e., treadmill, weights, bike, etc.)
- Genetic testing (i.e., Color, 23 & Me, etc.)
- Group exercise classes or lessons
- Gym membership fees (family memberships when in employee's name)
- Lessons for any physical sport
- Live and virtual trainers
- Naturopath practitioner services
- Nutrition classes
- Nutritionist (outside the U.S. only)
- Regional/national park passes
- Self-defense courses
- Sports club membership (family memberships when in employee's name)
- Vehicle or home modification/adaptation for disabilities (i.e., ramp, hands-only driving, etc.)
- Water and air purifiers
- Weight management program fees
- Weighted blankets

### NOT Eligible

- Accessories for devices (i.e., including bands, chargers, headphones etc.)
- Clothing/shoes (i.e., including running shoes, snowboard/ski boots, skates, pads, helmets, etc.)
- Flying/skydiving lessons (indoor/outdoor)
- Food/supplements/vitamins/essential oils
- Gift cards for future services
- Gun range fees
- Motorcycle lessons or races
- Nutritionist in U.S. (covered by medical plans)
- Video games or consoles

## Emotional



- Background check for nanny/care provider
- Camp aids for dependents
- Float services
- House cleaners
- Life coach
- Massages
- Maternity/lactation consultant
- Maternity–milk storage/shipping
- Mindfulness tracking device (i.e., Spire, Wellbe, Bellabeat, etc.)
- Mindfulness and meditation apps
- Mindfulness and meditation classes
- Respite care for dependents
- Safety tracking devices/services for dependents
- Sleep equipment (i.e., sleep apnea machine, etc.—outside the U.S. only)
- Sleep programs
- Surrogate services

### NOT Eligible

- Child care or summer camp fees
- Gift cards for future services
- Hypnosis
- Sleep equipment in U.S. (covered by medical plans)
- Spa treatments other than massage

## Financial



- Digital financial wellness services
- Elder care services for family members
- Financial advising services
- Financial planning
- Financial seminar or class
- Identity theft services
- Legal services to set up will/trust (outside the U.S. only)
- Long-term care premiums

### NOT Eligible

- Gift cards for future services
- Legal services for other needs
- Tax prep services