



WELLBEING REIMBURSEMENT PROGRAM ELIGIBLE EXPENSES

Updated
7/15/20

ELIGIBLE WELLBEING EXPENSES

The activity must be on the list of eligible wellbeing expenses listed below. Only items and services that are purchased by – and used by – the benefits-eligible member are eligible for reimbursement.

PHYSICAL WELLBEING

- **Fitness center, health club, studio and aquatic center membership fees:** Membership and organized exercise program fees. Subsidized programs offered through Manatee YourChoice are excluded (i.e. Off-site group fitness offered at \$75/3 months).
 - Examples include: commercial, non-profit, hospital, university, municipal, military, residential and church/faith-based fitness centers, health clubs, exercise studios, aquatic centers, etc.
 - Supporting Documentation: Submit receipts and proof of use (annual average attendance of at least 6 times per month).
- **Group exercise class fees:** Classes led by certified instructors (other than YourChoice Instructors).
 - Examples include but are not limited to: yoga, Pilates, Latin dance, Zumba, toning, boxing, self-defense, strength training, core conditioning, indoor cycling, boot camp, water aerobics, ballroom dancing, etc.
 - Supporting Documentation: Member must submit receipts and proof of attendance. For structured class series where purchase includes multiple classes, must show 80% participation. For Drop-in (pay as you go) classes your receipt is sufficient.
- **Wellbeing classes** or courses that provide individual and/or group guidance or instruction based on skill training and/or behavior modification.
 - Examples include but are not limited to: healthy eating classes, cooking demos/classes, Weight Watchers, etc.
 - Supporting Documentation: Member must submit receipts and proof of attendance.
- **Personal training fees.** Personal trainer must be certified by a nationally recognized organization such as ACE, AFAA, ACSM, NASM or NSCA.
 - Supporting Documentation: Member must submit receipts and proof of attendance.
- **Sport and recreation event fees.**
 - Examples include: fees to participate in 5K, 10K, mud runs, marathons, Special Olympics or other sporting events.
 - Supporting documentation: Member must submit receipts and proof of attendance (chip time or bib number.)
- **Sport and recreation lesson fees.**
 - Examples include: lessons for swimming, dancing, tennis, golf
 - Supporting documentation: Member must submit receipts and proof of attendance.
- **Wearable Devices**
 - Examples include: A Fitbit, Apple Watch, or other similar device
 - Supporting documentation: Member must submit receipt and proof of use for at least 3 months. Proof of use can be activity logs (FitBit) or physically showing activity rings from the device (Apple Watch) equivalent to what we require for gym membership recommendations (Average at least twice a week).
- **Wellbeing Apps w/tools** that help individuals with maintaining a healthy lifestyle.
 - Examples include blood pressure tracking, smoking cessation apps, etc. Excludes Home Blood Pressure Monitor.
 - Supporting documentation: members must submit receipts
- **Online Class Required Equipment.**
 - Examples include: Smart Step for Les Mills Body Step class, Pull up bar for Beachbody P90X, etc.
 - Supporting documentation: Member must submit receipts and proof of participation in related program.





ELIGIBLE EXPENSES, CONT.

- **Personal protection** such as a bike light, running reflectors, bike helmet, etc.
 - Supporting documents: Member must submit receipts
- **Exercise equipment for a home gym**
 - Examples include: hand weights, yoga mats, etc.
 - Supporting documentation: Member must submit receipts

EMOTIONAL WELLBEING

- **Wellbeing classes** or courses that provide individual and/or group guidance or instruction based on skill training and/or behavior modification.
 - Examples include but are not limited to: Stress management class, meditation class, etc.
 - Supporting Documentation: Member must submit receipts and proof of attendance.
- **Wellbeing Apps** w/tools that help individuals with maintaining a healthy lifestyle.
 - Examples include: Headspace, Calm, etc.
 - Supporting documentation: members must submit receipts

FINANCIAL WELLBEING

- **Financial coaching** with Workplace Money Coach
 - Others may be accepted for review, please refer to the note at the end of this document for information on requesting approval.
 - Supporting documentation: members must submit receipts
- **Total Money Makeover book** if enrolled in the free SmartDollar program.
 - Supporting documentation: members must submit receipts

SOCIAL/COMMUNITY WELLBEING

- **Personal development classes**
 - Examples include but are not limited to: art class or photography class
 - Supporting documentation: members must submit receipts and proof of attendance

CAREER WELLBEING

- **Leadership Training Seminars** and Workshops not covered by your employer.
 - Supporting documentation: members must submit receipts and proof of attendance (badge, workbook, etc.).

Other events may be considered by submitting a written request explaining what is requested and why it should be covered.

Please mail to:

YourChoice Wellbeing Committee

1012B Manatee Ave W, Bradenton, FL 34205

or email reimbursement@manateeyourchoice.com

[See List of Non-Eligible Expenses on Next Page](#)





WELLBEING REIMBURSEMENT NON-ELIGIBLE EXPENSES

NON-ELIGIBLE WELLBEING EXPENSES

- **Manatee YourChoice Fitness Center ancillary services fees:** Fees for wellbeing and fitness programs and services provided by Manatee YourChoice's wellbeing and fitness staff and subsidized by Manatee Your Choice are non-eligible expenses. For example: Manatee YourChoice Off-Site Group Fitness fees.
- **Programs and services covered by your health plan.** Examples include: chiropractic care, prescription drugs, behavioral counseling, etc.
- **Co-pays for Manatee Your Choice Programs.** Examples include: Health Coaching, RD Visits, etc.
- **Wellbeing programs and services*** that are equivalent to programs offered free through Manatee YourChoice Benefits. Examples include health coaching, smoking cessation, financial education, etc.
- **Financial planning fees.** Examples include: cash flow management, retirement planning, investment planning, risk management, insurance planning, tax planning, estate planning, etc.
- **Sport/Fitness equipment other than a home gym.** Examples include: skis, golf clubs, racquets, baseball gloves, skates, ski boots, video game systems and accessories, etc.
- **Exercise apparel and athletic shoes**
- **Food and supplements.** Examples include but are not limited to: foods purchased through weight management programs, nutritional supplements such as protein bars, shakes, vitamins, etc.

*Employees not on the Health Plan should seek approval from the Wellbeing Committee if wanting to utilize Wellbeing Reimbursement for these items.

