



Health Club Benefit Reimbursement Information

Membership in a local health club is encouraged for Young Life staff. This benefit is for health clubs and may apply to dues in a country club where an on-site gym is included as part of membership. This policy emphasizes physical activity for health and fitness reasons.

✓ **Benefit applies only to staff enrolled in the Young Life medical plan.**

✓ **Reimbursement Amounts:**

\$250 may be applied toward health club membership.

For monthly membership withdrawals, please include 3 months of receipts to receive the annual amount up to \$250.

Qualifying Examples:

YMCA/ Gym memberships
Exercise classes, on-line exercise subscriptions
Personal trainers

Non-Qualifying Examples:

Admission to recreational areas (ski season pass/golf fees)
Weight Watchers

Or \$125 toward the purchase of home health equipment.

If \$125 is applied to home health equipment, the remaining \$125 may be applied to health club membership.

Qualifying Examples:

Running shoes, hiking boots
Fitbit (pedometer)
Dumbbells
Elliptical machine/treadmill

Non-Qualifying Examples:

Clothing (socks, shorts, etc.)
Repairs to existing equipment
Stroller, heart rate monitor, smart watch
Food

✓ **Total amount per fiscal year (Oct–Sept) not to exceed \$250.**

Please note: Requests for reimbursement are always subject to review by the Benefits Committee. Requests may be approved or disallowed, and the decision is final.

The IRS has classified this benefit as taxable, so the amount is processed through the Payroll department. After the Workday process is completed, reimbursement will be in the staff person's next available paycheck.

