

Alight Solutions

Well-Being Reimbursement Account Eligible Expenses

✓ Eligible

Expense	Covered	More Detail
Adult fitness center, health club, studio, and aquatic center membership fees	✓	Membership and organized exercise program fees. Examples include but are not limited to: commercial, non-profit, university, municipal, military, residential and church/faith-based fitness centers, health clubs, sport training facility, exercise studios, aquatic centers, etc.
Adult fitness exercise equipment for core, balance, strength, and cardio	✓	Examples of accessory exercise equipment include but are not limited to: stability balls, hand weights, medicine balls, tubing/bands, exercise mats, kettlebells, jump ropes, high density foam rolls, gliding discs, steps, slide boards, adaptive exercise equipment, weighted gloves, ankle weights, training dummies (i.e., MMA punching dummy), punching bags, ballet barres, etc. – Examples of cardio and strength exercise equipment include but are not limited to: human-powered adult outdoor/indoor bicycles (road, touring, mountain, stationary, and hybrid), trampoline, cardiovascular machines (treadmills, stationary bikes, elliptical, cross trainers, recumbent cycles, cycling mount, stair climbers, rowers, etc.), and weight and strength training equipment (multi-gyms, individual weight machines, TRX training system, dumbbells, weight plates, bars, workout benches, body full power racks, body half racks, squat stand, squat rack, sumo rack, smith machine, etc.).
Adult group exercise class fees	✓	Classes led by certified instructors, which include classes held at the worksite or in the community. – Examples include but are not limited to: yoga, Pilates, dance classes, toning, boxing, self-defense, strength training, stretching sessions, core conditioning, cycling, boot camp, water aerobics, or other classes for the primary purpose of fitness.
Adult nutrition counseling fees	✓	Fees charged by a registered dietician. – Examples include but are not limited to: general weight loss/weight maintenance, and meal planning.
Adult organized league sports fees and professional lesson fees	✓	Includes race event fees and organized league sport tournament fees. – Lesson and league examples include but are not limited to: tennis, basketball, softball, hiking, walking, running, karate, cycling, golf, etc.
Adult personal training fees	✓	Personal trainer must be certified by a nationally recognized organization. – Examples of certifications include: ACE, AFAA, ACSM, NASM, or NSCA.

Alight Solutions

Well-Being Reimbursement Account Eligible Expenses

✓ Eligible

Adult sports fitness equipment	✓	Examples include but are not limited to: kayaks, canoes, paddle boards, skis, racquets, bats (baseball, cricket), sticks (hockey, lacrosse), gloves (baseball, softball), competitive swim goggles, skates, surfboards, golf clubs, basketball hoops, sport safety guards and pads, sports field equipment, sports balls (including birdies/shuttlecocks, discs, frisbees, boomerangs, etc.), ball/equipment air pumps, fitness equipment mounts/benches/storage racks (bike racks, ball racks, dumbbell racks, etc.), and sport helmets/inner shell skull caps, sports equipment bags, and fitness books. – Maintenance and repair of covered items including service and parts (, chains, belts, sports equipment tires, motherboards, etc.).
Adult weight management program membership fees and body weight scales	✓	Examples include but are not limited to: Weight Watchers®, Jenny Craig, eDiets®, hospital-based programs not covered by your medical plan and body weight scales.
Athletic shoes	✓	Examples include but are not limited to: running/walking/hiking shoes, sneakers, sport-specific shoes (volleyball, tennis, basketball, football, golf etc.), cleats, and spikes.
Family caregiver support costs	✓	Examples include but are not limited to: babysitting, welfare checks, and supervision fees for disabled family members, disabled parents, children, and pets. Please submit your eligible expenses on the Alight site, along with the family caregiver form available under Forms and Documentation and at www.mycpchembenefits.com/forms . The IRS does not allow family medical care expenses to be reimbursed through a well-being account. The program also excludes custodial care (for example, maid services).
Financial planning services and investment advisor fees	✓	Examples include but are not limited to: financial planning services provided by a Certified Financial Planner (CFP), financial planning seminars and classes, and financial advisor services for investment purposes.
Home meal kit delivery services that offer fresh homemade meal solutions	✓	Examples of delivery services include but are not limited to: HelloFresh, Blue Apron, Home Chef, Every Plate, Factor, Freshly, My Fit Food, Green Chef and Sun Basket.
Home office and ergonomic equipment	✓	Examples include but are not limited to: ergonomic keyboard, ergonomic mouse, lumbar support cushions, mouse and keyboard wrist rest support pad cushion, office chair, office desk, standing desk converters, standing desk mat and under desk foot support. Does not include office supplies.

Alight Solutions

Well-Being Reimbursement Account Eligible Expenses

✓ Eligible

Mobile app fitness or well-being subscription fees	✓	Examples include but are not limited to: apps that promote or track running/biking routes, weight management, physical fitness, healthy eating, stress management, and mindfulness.
Online/app/video/in-person fitness class and membership fees	✓	Classes led by certified instructors, which includes classes held online or via an app. – Examples include but are not limited to: yoga, Pilates, dancing classes, toning, boxing, self-defense, strength training, core conditioning, indoor cycling, boot camp, streaming workout classes, etc.
Pet fees	✓	Examples include but are not limited to: fees to adopt a pet (from a licensed breeder, adoption center, shelter, or rescue organization), pet insurance, veterinary services, pet supplies (leash, collar etc.), pet walking services, pet day care/boarding, and medicated treatment grooming services.
Sleep support items	✓	Blackout curtains, sleep support apps/equipment (white noise, etc.), weighted blanket, smart sleep lights, sleep trackers.
Tax preparation and filing fees paid to a tax preparer to file your taxes	✓	Examples include but are not limited to: fees paid to certified public accountants, enrolled agents, H&R Block®, TaxAct® and TurboTax®.
Multi-purpose wearable tracking devices and fitness tracker replacement bands	✓	Devices that have tracking capabilities such as exercise, physical activity, and healthy eating/weight management. – Examples include but are not limited to: Fitbit, Pebble, Jawbone, Garmin, Samsung, fitness tracking ring, and general-purpose smart watches with tracking functionality such as Apple Watch and Samsung smart watches. Excludes smart phones.

Alight Solutions

Well-Being Reimbursement Account Ineligible Expenses

X Ineligible

Expense	Not Covered	More Detail
Accessory equipment	X	Examples: coolers, wagons/carts, fans, hand/body heaters (HotHands, etc.), camping gear, fishing gear, equipment conditioners, hunting equipment, inflatable bouncers, swing sets, cleaners, toys, cell phone, gardening equipment, wood working, home repair, water bottles, and power tools.
Cell phones or displays	X	Examples: tablets, computers, TVs, projectors, internet or gaming equipment, computer monitors, head-mounted displays, virtual reality headsets, cell phones, and earphones.
Dependent items or services	X	
Clothing	X	Note: Uniform team jerseys covered when bundled with sport season league fees.
Entertainment or non-organized recreational participation fees or services	X	
Expenses incurred after termination of employment or eligibility	X	Note: Services or products for anyone other than the employee is not eligible.
Food, drinks, and dietary supplements (except healthy home meal delivery services)	X	

Alight Solutions

Well-Being Reimbursement Account Ineligible Expenses

X Ineligible

General TV channel and music subscriptions	X	Examples: Hulu, Disney, ESPN, Pure Flix, Spotify
--------------------------------------------	----------	--------------------------------------------------

Home office supplies	X	Examples: binders, dry erase board, electric pencil sharpener, hole punch, etc.
----------------------	----------	---------------------------------------------------------------------------------

Items or services for which you have already received reimbursement through other CPChem programs/plans	X	
---------------------------------------------------------------------------------------------------------	----------	--

Medical equipment	X	Examples: CPAP, compression socks, tubes, braces, crutches, glucose monitors, blood pressure machines, gauze, glasses, hearing aids, band aids, wound cleaners, ice packs, nebulizers, etc.).
-------------------	----------	-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------

Note: Please contact your insurance plan or Flexible Spending Account/Health Savings Account administrator to determine coverage/reimbursement for medical equipment.

Non-fitness safety equipment	X	Examples: life vests, hard hats, steel tip boots, motorcycle helmets, prescription glasses, sweat bands, and work goggles). Some of these items may be reimbursable through other programs at CPChem.
------------------------------	----------	-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------

Passes, permits or admission fees (unless included in sports season league fees)	X	
----------------------------------------------------------------------------------	----------	--

Products without a company or professional service itemized receipt	X	Example: garage sale items
---------------------------------------------------------------------	----------	----------------------------

Returned merchandise and cancelation/restocking fees	X	This is a CPChem-offered program to help achieve your fitness goals and you attest that the charges submitted to Alight Well-Being Reimbursement Account are valid. If you submit expenses for reimbursement, then subsequently return an item for which you have received reimbursement and need help paying the amount back to your WRA, contact the CPChem Benefits Dept. for assistance.
------------------------------------------------------	----------	----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------

Social/spa memberships	X	
------------------------	----------	--

Team sponsorship or raffles	X	Charity donations may be eligible through other CPChem programs.
-----------------------------	----------	------------------------------------------------------------------

Therapy services**X**

Examples: physical, occupational, speech, massage, chiropractic, and acupuncture. Medical services may be offered under health care insurance, Health Care Flexible Spending Account (HCBSA) reimbursement, or Health Savings Account (HSA).

Transportation fees/rentals, parking fees, ground fees, and property lease/rental fees, HOA dues**X**

Vehicles or parts for vehicles**X**

Warranties**X**