

1. Sports equipment and accessories: Items such as athletic braces, bicycles, camping tents, fishing equipment, sports equipment including those related to tennis, hockey, cricket etc., free weights, golf clubs, skates, helmets, indoor/outdoor cycling shoes, kayaks, life jackets, shin guards, stand up paddle boards, swimming goggles, treadmills, wetsuits, yoga mats, backpacks (excluding backpacks for work, school, or other general-use bags) and running shoes (excluding fashion sneakers).

2. Health and fitness related technology (excluding cell phones, laptops, tablets, and desktop computers): Items such as fitness trackers/rings, gaming consoles (including the Nintendo Switch, PlayStation, etc.) and well-being-related games, mobile well-being apps, pedometers, smart watches, virtual reality systems, headphones and ear buds such as Air Pods or other wired or wireless earphones (excluding headsets already available via ITS or otherwise reimbursable through another internal benefit or program).

3. Memberships and online subscriptions: Items such as sports club / fitness club memberships, gym membership fees, fitness apps, meditation apps, and delivery/subscription memberships including Zomato Gold, Uber Eats Pass, etc. (excluding the cost of food, car/van rides, or any other personal expense delivered through these memberships).

4. Personalized fitness instruction, coaching and group classes: Items such as dancing, zumba, pilates, aerobics, indoor rock climbing, meditation, mindfulness, mixed martial arts, boxing, cricket, tennis, swimming and other similar fitness classes.

5. Recreational classes, activities, and related materials: Items such as acupuncture, boxing, cooking, gardening, language, music, painting, climbing, boating, diving, tennis, fencing, golf, dancing, hockey, and musical instruments.

6. Sports and well-being activities: Items such as court rentals, for-charity fitness events, hiking trail fees, sport league fees for the individual, horseback riding, massage, sauna, scuba diving, races, triathlons, and walks/runs.

7. Other well-being products: Items such as aromatherapy diffusers, hammocks, hand/foot massagers, well-being books, interactive home gym mirrors, board games, binoculars, white noise devices, and mattresses.

8. Weight management programs (excluding the cost of food and supplements): Items such as a nutritionist, weight management coach, and weight management membership programs.

9. Office furniture for working from home (excluding general home furniture such as bar stools, kitchen tables, recliners, bean bags, and couches and items covered under other programs, including those provided as accommodations or technology equipment covered by ITS): Items such as desks, standing desks, desk chairs, chair mats, desk lighting, back cushions, neck pillows, and file cabinets.

10. Sustainability/societal well-being: Items such as commuter/recreational bike shares, composting equipment, electric vehicle charging equipment, gardening supplies, rain barrels, sustainability education memberships, solar equipment, water purifier and air purifier.