

**PerksPlus Health and Wellness  
Reimbursement Program for  
Zava Employees**

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## Overview

Introducing PerksPlus - the ultimate benefits program designed to support the health and wellness of employees. With PerksPlus, employees have the opportunity to expense up to \$1000 for fitness-related programs, making it easier and more affordable to maintain a healthy lifestyle. PerksPlus is not only designed to support employees' physical health, but also their mental health. Regular exercise has been shown to reduce stress, improve mood, and enhance overall well-being. With PerksPlus, employees can invest in their health and wellness, while enjoying the peace of mind that comes with knowing they are getting the support they need to lead a healthy life.

### What is Covered?

PerksPlus covers a wide range of fitness activities, including but not limited to:

- Gym memberships
- Personal training sessions
- Yoga and Pilates classes
- Fitness equipment purchases
- Sports team fees
- Health retreats and spas
- Outdoor adventure activities (such as rock climbing, hiking, and kayaking)
- Group fitness classes (such as dance, martial arts, and cycling)
- Virtual fitness programs (such as online yoga and workout classes)

In addition to the wide range of fitness activities covered by PerksPlus, the program also covers a variety of lessons and experiences that promote health and wellness. Some of the lessons covered under

PerksPlus include:

- Skiing and snowboarding lessons
- Scuba diving lessons
- Surfing lessons
- Horseback riding lessons

These lessons provide employees with the opportunity to try new things, challenge themselves, and improve their physical skills. They are also a great way to relieve stress and have fun while staying active.

With PerksPlus, employees can choose from a variety of fitness programs to suit their individual needs and preferences. Whether you're looking to improve your physical fitness, reduce stress, or just have

some fun, PerksPlus has you covered.

#### What is Not Covered?

In addition to the wide range of activities covered by PerksPlus, there is also a list of things that are not

covered under the program. These include but are not limited to:

- Non-fitness related expenses
- Medical treatments and procedures
- Travel expenses (unless related to a fitness program)

- **Food and supplements**