

Delphon Industries Health Activities Reimbursement

Statistics show that people who regularly exercise and participate in sporting activities live healthier and happier lives. The Company encourages our employees to engage in some form of vigorous exercise during their free time. To promote this exercise routine the Company will reimburse a portion of the cost of participating in approved physical activities. The Company will reimburse employees up to \$100 per year for pre-approved activities. When seeking reimbursement for an activity you must get **pre-approval** using the Health Activity Reimbursement form.

Activities that qualify for reimbursement are generally those physical activities in which the (1) employee regularly participates, and (2) that result in good cardiovascular exercise. This program is **not designed** to reimburse you for the costs you incur for family activities. It should only be used to reimburse you for the cost of **your** participation in regular exercise.

The following list of example activities is not all inclusive but is given to illustrate physical activities that would qualify for the \$100 annual reimbursement:

- Health club membership (annual dues)
- Aerobics classes
- Swimming classes
- Personal exercise trainer fees
- Dance classes (your cost of participation **not** your partner)
- Annual membership dues for organized sports leagues (bowling, softball, -
basketball, hockey, volleyball, soccer, etc.)
- Running club (annual membership)
- Running event fees

Activities which generally do not qualify:

- Golf green fees
- Ski lift tickets
- Walking tours
- Exercise equipment costs
- Travel expenses to sporting activities
- Uniform costs for participating in organized sports
- Scuba diving classes

Delphon Industries
Health Activities Reimbursement Form

Employee Name: _____

Human Resources Approval: _____

Date of activity: _____

Briefly describe the exercise activity you wish to be reimbursed for:

Please show proof of enrollment by submitting a copy of receipt of payment or paperwork showing enrollment, when turning in this reimbursement form.

Is this an ongoing activity? Yes No

Do you expect to spend more than \$100 participating in this activity this year? Yes No