

Executive Wellness Reimbursement Program

Program Objectives

The Walt Disney Company believes that taking regular steps toward improving and maintaining good health should be a part of every Executive’s life. Therefore, the Company offers Executives up to \$1,000 per calendar year in reimbursement of expenses incurred by the Executives for fitness, wellness, medical or preventive care, or other wellness-related purposes.

Eligibility & Conditions

- Offered to all Executives in the U.S. as well as U.S.-based executives on assignment in another country (i.e., DIESI payroll).

Guidelines

Expenses submitted for approval will be evaluated according to the program objectives and conditions. General guidelines and examples are included below.

Fitness	
Gym membership	Athletic footwear
Trainer/fitness program or class fees	Maintenance or installation of fitness equipment
Fitness, athletic or event entry fees	Online classes or programs related to fitness
Exercise, sports or outdoor activity equipment	
Wellness	
Nutrition counseling	Other stress management program fees
Massages (including in-home equipment)	Smoking cessation program fees
Yoga classes	Devices intended to promote physical wellness
Medical or Preventive Care	
Out-of-pocket expenses for services related to a routine physical examination or other preventive medical services (after payment or reimbursement from the Executive’s medical plan and any associated health savings or reimbursement account). See additional details below.	
Other	
Other expenses are subject to review and approval. Expenses will only be approved if they fit the program objectives and promote wellness.	

Submitting an expense for reimbursement signifies the Executive’s acknowledgment that the expense has or will be used for the purposes summarized in Program Objectives above, that the item or service purchased is intended for use by the Executive, and to the best of their knowledge, it is considered a covered expense based on the program guidelines.

Below are examples of items that are not eligible for reimbursement.

- Any clothing items including swimwear, jogging suits or required uniforms such as for martial arts or team sports. An exception will be made for protective safety equipment such as a wetsuit for scuba diving or surfing, padded shorts for bicyclists or hockey pads and helmets.
- Technology platforms (e.g., gaming consoles such as Xbox or PlayStation) or streaming services. An exception will be made for the cost of online or virtual fitness or wellness programs, apps or memberships.
- Expenses for services covered by Company medical plans (such as acupuncture), qualified medical expenses (under any health savings or reimbursement account) or expenses covered under any other Company-paid program
- Social club memberships such as a country or garden club; an exception will be made for club fees for a facility primarily focused on fitness (for example a tennis and fitness club with pool and spa services) which also includes social activities
- Medical provider concierge fees
- Food, vitamins, dietary supplements or other similar products whether or not related to a qualifying program or activity
- Cosmetic treatments such as facials or spa treatments, other than massage services
- Purchase of gift cards or gift certificates for eligible items or services
- Camping gear such as tents or sleeping bags
- Warranty contracts (such as Apple Care) for wellness wearables/tracking devices
- Accessories which have other non-fitness uses, for example wireless headphones such as Apple Air Pods used while exercising
- Standing desks, ergonomic chairs or other items for a home office
- Transportation, meals and lodging costs to attend a covered event such as a bike tour or mindfulness seminar

Process Requirements

- The maximum reimbursement for expenses incurred during any calendar year is \$1,000.
- Expenses must be incurred during the period the Executive is eligible for this Program, and prior to the date of the Executive's separation from the Company.
- Reimbursement should be submitted at secure.optumfinancial.com
Note: this is not the same URL used to access any existing Tax-Advantaged accounts (HSA, FSA or HRA) offered through Optum Bank. However, you will use your existing HealthSafe ID name and password to access your Executive Wellness Reimbursement Program account.
- All expenses require receipts. Either original receipts or receipt copies are acceptable, including copies of transactions for online purchases on sites such as eBay and Craigslist, copies of Venmo or PayPal payments or a copy of a personal credit card statement showing an ongoing charge such as a monthly gym membership.
- All receipts must be submitted in English and converted to U.S. Currency if the original receipt is in a foreign language/currency.
- Approved and submitted expenses will be paid via payroll on the next available cycle, subject to taxes. Please allow up to 2-3 payroll cycles to receive reimbursement after your request is approved by Optum Financial.

- **Prior Year Expenses:** Reimbursement requests must be submitted no later than **March 15** of the calendar year following the year in which the expense was incurred. The receipt must be dated in the prior year in order to be counted toward your prior year reimbursement limit.

Administration

- The interpretation of this Program, including determination of Program eligibility and what constitutes eligible expenses, is the responsibility of Enterprise Employee Benefits.
- Reimbursement for this Program is administered by [Optum Financial](#).
- If you have a question regarding a claim or reimbursement, please contact Optum Financial at 1-888-619-2118.
- Review Optum Financial's [How-to Guide](#) to get started using your account.
- Receipts related to preventive care medical services, including a routine physical examination, will be provided by Cigna.

Coverage of Medical or Preventive Care Services

The purpose of the medical or preventive care component of this reimbursement program is to encourage preventive medical screenings that may be over and above what is covered under your medical plan. You may not use this benefit for out-of-pocket costs such as regular deductibles, copays or coinsurance associated with non-preventive medical services, or dental or vision costs above what your plan covers. Note that you may use funds available in any of the health accounts offered by the Company (which would include any wellness rewards you earn) to pay these out-of-pocket expenses on a tax-favorable basis

Your primary care physician or other provider will recommend the screenings, tests and other services appropriate for you based upon your age, gender, family history and other factors. Many, if not all, of these services are covered by your medical plan. Your doctor also might recommend other types of services that are not covered under the plan as preventive benefits. You should discuss the appropriateness of these services, how they will be covered by your medical plan, and how you will pay any remaining out-of-pocket costs.

To submit preventive care expenses that include services beyond what is covered at 100% under your medical plan under the Executive Wellness Reimbursement program you must obtain a claim form from Cigna. Make sure that you or your provider sends the entire invoice for services to Rachel Blankenship at Cigna:

Phone: 860-902-0379

Email: Rachel.Blankenship@Cigna.com

Mail: Rachel Blankenship, PO Box 6801, Visalia, CA 93290

Fax: 646-203-0608 – you must note it is to be forwarded to the attn of Rachel Blankenship

Lifestyle Accounts are administered on behalf of your plan sponsor by Optum Financial, Inc. and are subject to eligibility and restrictions. Employer-Sponsored Plans are not individually owned and amounts available under the Employer-Sponsored Plan are not FDIC insured.

This communication is not intended as legal or tax advice. Federal and state laws and regulations are subject to change. Please contact a legal or tax professional for advice on eligibility, tax treatment, and restrictions. Please contact your employer with questions about enrollment or plan restrictions.

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