THE HEALTH & WELLNESS INCENTIVE REIMBURSEMENT PILOT PROGRAM:
Get Active, Get Rewarded

PROGRAM OVERVIEW
Binghamton University is on a mission to be the healthiest campus in the country. A healthy campus promotes and encourages a culture where the healthy choice is the easy choice. Offering faculty and staff cost-effective wellness programs that support healthier choices, particularly around physical activity, can significantly improve the health and wellbeing of our campus community.

In support of the University-wide B-Healthy initiative, Campus Recreation has developed the Health & Wellness Incentive Reimbursement Pilot Program. This pilot program will allow University benefit-eligible faculty and staff* (temporary hourly University employees are not eligible for this program) to apply for a 50% reimbursement of their FitSpace fitness membership fee after completing a set number of exercise sessions.

Faculty and staff may choose from three different membership options: Annual Membership (12 months), Annual Repetitive Membership (12 months with monthly payments) and the Academic Annual Membership (9 months). Please refer to the table below for current faculty and staff membership pricing.

In order to be eligible for the reimbursement, program participants must pay member fees in full at the start of the membership period. The exception is the Annual Repetitive Membership, which offers a convenient monthly payment option. Participants who choose this option will be eligible for reimbursement after the annual contract is fulfilled.

Once the program participant has met the session requirements after at least six months (Annual and Academic Annual) or 12 months (Annual Repetitive), he or she can start the reimbursement claim process:
1. Complete and submit verification form
2. Provide proof of membership fee payment
3. Provide verification of exercise sessions (available through Campus Recreation)

Reimbursements will be processed within 30 days of receipt. Any reimbursed amount may be considered income and subject to state and federal taxes.

HEALTHY, HAPPY EMPLOYEES: PROGRAM BENEFITS
Benefits to participating in an employee fitness reimbursement program may include improved physical and mental health, improved productivity, increased job satisfaction and lower personal medical costs. One recent study found that employees who participated in a similar program exercised three times as often as those who did not participate and were twice as likely to maintain their exercise routine after the membership term ended.

<table>
<thead>
<tr>
<th>Membership</th>
<th>Fee</th>
<th>Sessions</th>
<th>Reimbursement</th>
<th>Eligibility</th>
<th>It’s like paying...</th>
</tr>
</thead>
<tbody>
<tr>
<td>Annual</td>
<td>$280</td>
<td>At least 50</td>
<td>$140</td>
<td>After 6 months</td>
<td>97¢ per session†</td>
</tr>
<tr>
<td>Annual Repetitive</td>
<td>$288</td>
<td>At least 50</td>
<td>$144</td>
<td>After 12 months</td>
<td>$1 per session†</td>
</tr>
<tr>
<td>Academic Annual</td>
<td>$235</td>
<td>At least 38</td>
<td>$117.50</td>
<td>After 6 months</td>
<td>92¢ per session†</td>
</tr>
</tbody>
</table>

*Binghamton University Dining, Barnes & Noble and Campus Pre-School employees are eligible for this pilot program. Research Foundation employees are not eligible for this pilot program since they presently have a similar program available.

*Calculated under the assumption that the participant exercises three times per week (12x per month) throughout their membership term.