



LIFECHURCH.TV

Subject: Wellness Program		
Effective Date: 1/1/2008	Department: All LifeChurch.tv Regular FT/PT staff	Page 1 of 2
Revised Date: 1/7/10		

PURPOSE:

Promote physical health among LifeChurch.tv staff.

POLICY:

- a. All regular, Full and Part-time employees (job grade 2 and above) are eligible to participate in the LifeChurch.tv Wellness program.
- b. See Program Examples for a list of acceptable Wellness Programs eligible for reimbursement under the LifeChurch.tv Wellness Program. Programs not specifically listed within this policy will be considered for approval on a case by case basis.
- c. Qualifying programs should improve overall individual health.
- d. Employees may receive reimbursement towards the cost of a single Wellness Program (see program examples) based on satisfactory quarterly participation.
- e. In order to receive the Wellness benefit, employees will complete a Wellness Status Form at the end of each quarter and submit it with proof of payment to Human Resources.
- f. No Application is needed to participate. Program eligibility will be determined by HR when the Wellness Status Form is submitted.
- g. Reimbursements of wellness benefits will be added to the team member's paycheck and are reportable as taxable income which will be included on the W-2.
- h. Employees must be employed through the end of the quarter in order to be eligible for the Wellness benefit payout.
- i. The personal health status of employees should remain confidential and not reported to LifeChurch.tv for purposes of the Wellness program.



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Wellness Program Maximum Quarterly Payout:

- \$90.00/quarter

Program Examples:

Program Inclusions

1. Gym Membership
2. Weight Loss Program Fees – i.e. Weight Watchers, Jenny Craig, Nutritionist, etc
3. Exercise/Fitness Classes
4. Dance Lessons
5. Martial Arts
6. Participation fees for sporting league
7. Marathon participation fees
8. Nutrition and Health classes - i.e. healthy cooking class, low sodium cooking, etc
9. At Home exercise equipment (reimbursement for equipment will not exceed 1-year)
10. Fitness/Health DVD/CD/Video
11. Healthy Concept Cookbooks
12. Pedometer
13. Calorie Counters

Program Exclusions

1. Oral Supplements/Enhancements
2. Apparel (including Shoes and Clothing)
3. I-Pods and all music devices
4. Cooking Equipment