

# Out-of-Scope Employees Flexible Benefit Account Program Examples of Eligible and Ineligible Items

Last revised: November 2022  
Last reviewed: November 2022  
Next review: November 2023

*This document provides examples of items that are eligible and ineligible for submission for reimbursement under the Flexible Benefit Program for Out-of-Scope employees.*

Eligible	Not Eligible
<p><b><u>Financial Related</u></b></p> <ul style="list-style-type: none"> <li>▪ PEPP Contribution</li> <li>▪ RRSP (including spousal)</li> <li>▪ Professional Financial Advice</li> <li>▪ Costs incurred to prepare a will</li> <li>▪ Student Line of Credit or Student Loan (For employee only; repayment of other family members is not eligible)</li> <li>▪ Tax sheltered GIC's</li> <li>▪ Tax-Free Savings Account</li> <li>▪ Registered Disability Saving Plan (RDSP)</li> </ul>	<p><b><u>Financial Related</u></b></p> <ul style="list-style-type: none"> <li>▪ Registered Education Savings Plan (RESP)</li> <li>▪ Other Investments (that are not for the purpose of retirement or long-term financial planning/savings)</li> <li>▪ Annual Income Tax Return filing</li> </ul>
<p><b><u>Physical Activities</u></b></p> <ul style="list-style-type: none"> <li>▪ League fees for such things as curling, bowling, ball, hockey</li> <li>▪ Memberships such as gym membership (including family memberships as well as locker fees), golf memberships, yoga (all varieties)</li> <li>▪ Memberships to online fitness programs (e.g., beach body on demand)</li> <li>▪ Mobile apps (subscription based) that support fitness (e.g., FitOn, Peleton, Workout Trainer, Beach Body, etc.)</li> <li>▪ Professional Personal Fitness Trainer</li> <li>▪ Athletic programs/lessons running for a minimum duration of 6 weeks</li> <li>▪ Consultation with a nutritionist/dietician</li> </ul>	<p><b><u>Physical Activities</u></b></p> <ul style="list-style-type: none"> <li>▪ Memberships or fees for individual family members</li> <li>▪ Food of any kind</li> <li>▪ Spa treatments</li> <li>▪ Spectator events</li> <li>▪ Travel and accommodation</li> <li>▪ Nutrition supplements such as power bars, energy drinks, vitamins, steroids, nutrition pills</li> <li>▪ Health care costs for vaccinations</li> <li>▪ Marathon Fees</li> <li>▪ Health care costs currently listed for coverage in the extended health care plan</li> <li>▪ Float sessions (Float Now membership)</li> <li>▪ Meditation App subscription (unless the app also supports physical fitness)</li> </ul>

# Out-of-Scope Employees Flexible Benefit Account Program Examples of Eligible and Ineligible Items

Last revised: November 2022  
Last reviewed: November 2022  
Next review: November 2023

*This document provides examples of items that are eligible and ineligible for submission for reimbursement under the Flexible Benefit Program for Out-of-Scope employees.*

<ul style="list-style-type: none"> <li>▪ Herbal Magic Membership fees but not the “starter kit”</li> <li>▪ Weight Watchers Membership fee</li> <li>▪ Snorkeling or Scuba Lessons</li> <li>▪ Swimming classes / lessons if the program is a minimum of 6 weeks</li> <li>▪ Dance Class (Lessons) if the program is a minimum of 6 weeks</li> <li>▪ Rehabilitation Exercise Programs (if not covered by the EHC Plan or other insurance e.g., Paul Schwann Cardiac Rehabilitation Program)</li> </ul>	<ul style="list-style-type: none"> <li>▪ The Tupler Technique® (is a research-based program to treat a Diastasis Recti.)</li> <li>▪ Fascia Stretching</li> <li>▪ Thai Yoga Body Massage</li> <li>▪ Body Talk System</li> <li>▪ Laser Eye surgery</li> <li>▪ CPAP (Continuous Positive Airway Pressure) machine</li> <li>▪ Marriage Counselling</li> <li>▪ Professional mental health services</li> <li>▪ Homeopathy or Homeopathic visits/ services</li> <li>▪ Mindfulness-Based Stress Reduction Course</li> <li>▪ Life Coach Services</li> </ul>
<p><b><u>Equipment</u></b></p> <ul style="list-style-type: none"> <li>▪ Athletic footwear such as running shoes, skates, spin shoes, skis/ski boots, snowshoes, hiking boots, dance/tap shoes</li> <li>▪ Athletic or fitness equipment such as treadmills, bicycles, tennis racquets</li> <li>▪ Work out/exercise tapes</li> <li>▪ Wii Fit Board or Mat, not the gaming console</li> <li>▪ Trampoline</li> <li>▪ Kayak and canoes (including paddles)</li> <li>▪ Wakeboard, water skis, knee board</li> <li>▪ Boxing bag and gloves</li> <li>▪ Repairs to existing fitness equipment that qualifies for reimbursement</li> <li>▪ Goalie gloves or protective equipment that would</li> </ul>	<p><b><u>Equipment</u></b></p> <ul style="list-style-type: none"> <li>▪ Clothing</li> <li>▪ Equipment/registration/licensing for hunting such as guns, knives, bow and arrow</li> <li>▪ Rental of athletic equipment (e.g., ski equipment, no minimum time frame)</li> <li>▪ Fully Motorized vehicles such as motorbikes, ATVs, watercraft</li> <li>▪ Camping gear and fees</li> <li>▪ Fishing fees and equipment</li> <li>▪ Video games or consoles such as Wii</li> <li>▪ Virtual reality equipment</li> <li>▪ Accessories that are not a requirement to perform the physical activity (Pedometers, Fitbit Watch, Apple Watch, Samsung Watch, IPODs, MP3 player,</li> </ul>

# Out-of-Scope Employees Flexible Benefit Account Program Examples of Eligible and Ineligible Items

Last revised: November 2022  
Last reviewed: November 2022  
Next review: November 2023

*This document provides examples of items that are eligible and ineligible for submission for reimbursement under the Flexible Benefit Program for Out-of-Scope employees.*

<p>be required to participate in the sport.</p> <ul style="list-style-type: none"> <li>▪ Snorkeling or scuba diving equipment</li> <li>▪ Exercise pool or resistance swim spa pool</li> <li>▪ Electric Bike (cannot be fully motorized)</li> <li>▪ Rock Climbing Equipment (Grigri, or other equipment such as rope)</li> <li>▪ Yoga Mat (or other personal size exercise mat/flooring), Yoga blocks/straps</li> <li>▪ Sport Balls - Basketball / Volleyball/ Baseballs/ Golf Balls</li> <li>▪ Hockey stick or hockey net</li> <li>▪ Orange Theory Band (Heart Rate Monitor) ** Must be required to participate in the training program.</li> <li>▪ Downhill or Cross-Country Skis and Poles</li> <li>▪ Blood Sugar Testing devices (only if used on an on-going basis to promote physical activity where it would be un-safe to participate otherwise. Cannot be eligible under the Employer's Health Care Plan).</li> <li>▪ Online or Mobile apps that support fitness and wellness (e.g., FitOn, Peloton, Workout Trainer, Beach Body, etc.)</li> <li>▪ Outdoor obstacle course specific equipment: actual rock holds, handles, rope ladders and rope climbing nets, slack lines and gym rings/obstacle loops.</li> </ul>	<p>etc.)</p> <ul style="list-style-type: none"> <li>▪ Water Bottles</li> <li>▪ Hydration Backpack</li> <li>▪ Jogging stroller</li> <li>▪ Infant carrier</li> <li>▪ Bicycle rack</li> <li>▪ Goggles</li> <li>▪ Wet Suit</li> <li>▪ Prescription Sports Eyewear</li> <li>▪ Hiking Poles (unless for skiing)</li> <li>▪ Inversion Table</li> <li>▪ Ergonomic Equipment (sit/stand desk, office chair, keyboards, etc.)</li> <li>▪ Work shoes (steel toed boots, slip resistant work boots, etc.)</li> <li>▪ Winter boots</li> <li>▪ Life Jacket</li> <li>▪ Blood Pressure Monitors</li> <li>▪ Ankle Supports/ Knee Brace/ Shoe In-soles</li> <li>▪ Dr. Ho's TENS / Dr. Ho's Circulation Promoter</li> <li>▪ Golf glove</li> <li>▪ Golf bag</li> <li>▪ Outdoor Rink Kit (i.e., <i>Rink-in-a-Box</i>)</li> <li>▪ Snowmobiling or equipment related to snowmobiling (i.e., snowmobile helmet)</li> <li>▪ Embr Wave 2 Thermal Wristband</li> </ul>
--	---