

## **Dow Jones Physical Fitness Reimbursement for Employees Represented by IAPE**

As a full-time or regular part-time employee represented by IAPE, you can be reimbursed for up to \$600 of the **employee-only costs** of physical fitness activities and memberships ranging from health club memberships and personal trainers to entry fees for road races and tennis court fees.

### **Qualifying Fitness Activities**

- Membership at a physical fitness facility offering a variety of fitness and athletic programs, for example YMCA, Equinox, WOW, LA Fitness, NYSC, Snap Fitness, Planet Fitness, 24 hour Fitness.
- Membership for organization providing facilities for karate, judo, yoga, pilates
- Exercise or aerobic programs paid on a per-use fee basis including personal training
- Entry fees for programs such as marathons, running races, swimming meets, court time for tennis, handball, racquetball, basketball, baseball or other similar programs.

### **Activities Not Covered**

The purpose is to encourage participation in activities or classes that involve physical exercise. Therefore the following activities are not covered:

- Memberships in summer swim clubs or country clubs
- Membership at Dow Jones and News Corp gyms at 1211 and in Princeton
- Purchase of home equipment

### **Reimbursement Process**

You may request reimbursement by logging into [www.wageworks.com](http://www.wageworks.com) and submitting your request or by completing a reimbursement request form, available on the HR Hub.

Expenses must be submitted to Wage Works by November 30 in order to be reimbursed by the end of that calendar year. Any expenses submitted after November 30 will count toward the maximum benefit payable for the next calendar year. In addition, you must be an active, fulltime or regular part-time employee on the Dow Jones payroll at the time your claim is paid.

Reimbursements from the Physical Fitness Program and the Emergency Back Up Child Care Reimbursement will be included on your Form W-2 as taxable income for the year in which the payment is made and will be subject to withholding taxes.

### **Questions**

If you have any questions about your eligibility for this benefit or whether an activity is covered, please contact Wage Works at 877-924-3967.