

Fitness Reimbursement Program

Eligibility

All regular U.S. full-time and regular U.S. part-time Scotts associates working outside of Marysville are eligible for reimbursement. Seasonal associates (including Merchandisers & Counselors) are not eligible for this reimbursement.

Benefits

Reimbursements for this program are made through your regular paycheck (taxes will be deducted from the reimbursement amount). Reimbursements will be processed once a month, after all documentation has been submitted and approved. Reimbursement for a calendar year can be submitted up until March 31st of the following year.

Maximum reimbursement for a calendar year is \$500 and can include any combination of the following:

- Up to \$350 of expenses related to the associate only
- Up to \$150 of expenses related to the spouse only
- Up to \$500 of expenses related to the associate and his/her family (i.e., family gym membership)

Type of Expenses

Eligible Expenses		
Item	Fitness Description	Types of Expenses
Memberships	Full service fitness facilities	Membership fees, initiation fees and registration fees
Classes	Yoga, boxing, pilates, baree, martial arts, tai chi, rock climbing, cycling, water aerobics, zumba, etc.	Class fees, membership fees, initiation fees and registration fees
Apps	Exercise guidance and fitness tracker apps	Downloads and premium upgrade expenses
Competitive Fitness Events	Obstacle course challenge, triathlons, 5k, 10k, half marathons, marathons, etc.	Registration fees
Personal Services	Personal trainer	Visitation Fee

Examples of items that do not qualify for reimbursement include: country clubs, recreational centers, pool-only facilities, equipment purchases, sports teams and leagues, spas and massage services, and child-only membership/programs.

For any questions on the program or types of expenses eligible for reimbursement, please reach out to WellnessReimbursements@Scotts.com or our HR One number, 1-888-YOUR HR1 (1-888-968-7471).

To submit a reimbursement, please complete the Reimbursement Request Form located on the *LiveTotal Health* page of The Garden.