

# Wellness Spending Account

Established by Clearway Energy Group and Clearway Energy Inc. (Clearway Energy) |  
Administered by Navia



Navia Benefit Solutions is proud to be the administrator of your Wellness Spending Account. This reimbursement plan has been established by Clearway Energy to reimburse you for wellness-related expenses.

## Benefit Summary

Plan Year: January 1, 2024 – December 31, 2024.

Benefit: Starting in January, the annual benefit is \$600. On the 15<sup>th</sup> of each month, your Wellness Spending Account will be funded with \$50. New employees hired from the 1<sup>st</sup> – the 15<sup>th</sup> of the month will receive the initial \$50 in their new hire month. New employees hired after the 15<sup>th</sup> of the month will receive the initial benefit amount in the following month. If you do not claim your full balance by the plan year's end, the unused funds will be forfeited.

Eligible Expenses: You may submit claims for eligible expenses incurred for yourself while you have been a participant in this plan and that are not covered under another insurance plan such as medical, dental, or vision.

- Alternative Medicine: Acupuncture, Ayurveda, Chinese, Naturopathic, Ice Plunge/Baths
- Body composition scan
- Breast pump kits & accessories, pregnancy pillows and belly support bands, childbirth classes
- Chiropractic care
- Club & rec sports membership and fees for team sports (e.g., softball, baseball, soccer, hockey, etc.)
- Concierge medical practice fees (e.g., annual/monthly fees for joining)
- Counseling/therapy services
- Devices that track health, sleep, and activity (e.g., FitBit, Oura, etc.) - \$250 maximum per plan year
- Emotional Support Animal registration fees
- Ergonomic chairs, keyboards and mouse pads
- Face masks or face shields for health-related purposes
- Financial/Credit/Student Loan Counseling
- Fitness/sports equipment (including parts and repairs), such as rowers and treadmills; bicycles, jogging strollers, weights, etc.
- Gym membership and fees, classes (e.g., yoga, Pilates, Zumba), facility-related fees (e.g., tennis courts, swimming), personal trainer
- Mental/Physical/Financial Wellness: apps, books, classes, magazines, subscriptions, videos/DVDs
- National and Regional Park passes
- Nicotine replacement supplies, smoking cessation products
- Nutritional counseling programs and health/nutritional supplements (including protein powder)
- Registration fees for healthy lifestyle events like walk-a-thons, biking, marathons, and triathlons
- Sleep program fees, sleeping masks, therapeutic pillows, white noise machines, sleep support apps
- Sun lamp/light therapy, therapy lamps
- Therapeutic massage, massage chairs, massage devices
- Weight management or reduction programs, weight scales, food scales
- Wellness retreat fees
- Will/Trust/Estate Preparation

How it Works: Once you've incurred an eligible expense for yourself, you may submit a claim online to Navia for reimbursement. At the time of claim submission, you will only be reimbursed up to the available balance in your account. If the value of the claim is greater than your available balance, you will receive additional reimbursements when your account is funded on a monthly basis, up to the annual maximum benefit amount. For example, if you submit a \$200 claim in November, and the current balance in your account is \$100, you will only be reimbursed for \$100. Navia will automatically re-process the claim once your account receives the additional monthly funding until you have received your full reimbursement amount of \$200.

## Claim Submission

- 1) Complete a claim form, itemize your expenses, and list the total amount you are claiming.

- 2) Attach an itemized statement showing the date, type and cost of service and the amount paid.
- 3) Submit the claim form and supporting documentation to Navia. The most efficient way to submit a claim is by using the online claim submission tool or the MyNavia smartphone app for Android or iPhone. You may also submit claims via email, fax, or mail. Please use only one method per submission. Allow two (2) full business days for your claim to be reviewed and processed once it has been received.
- 4) Reimbursements are processed weekly on Tuesdays. Your reimbursement will be directly deposited into your bank account on record, or a check mailed to your home. Direct deposits may take 1-2 days to post to your bank account.
- 5) You will have 90 days to submit claims at the end of the plan year. If your employment is terminated, you will have 90 days after your date of termination to submit claims for expenses incurred prior to your termination date.