

Plan Effective Dates

January 1, 2025 – December 31, 2025.

Plan Eligibility

All employees of Wente Family Estates regardless of classification.

Benefits Provided

Your Health and Wellness Account is a benefit account established and funded by Wente Family Estates. Your Health and Wellness Account will reimburse you for purchases of eligible covered expenses listed below.

Eligible Expenses

- Athletic equipment and accessories
- Exercise equipment
- Gym, health club, spa and fitness studio memberships
- Fitness classes (yoga, pilates, spin/cycle, dance, etc.)
- Fitness lessons (golf, swimming, tennis, dance, etc.)
- Personal trainer
- Fitness trackers
- Entry fees (marathons, leagues, etc.)
- Passes (ski, snowboard, golf, swimming, etc.)
- Retreats (leadership, spiritual, etc.)
- Camping (equipment fees, etc.)
- Personal development classes (art, cooking, etc.)
- Annual Park pass
- Hunting and fishing licenses

Maximum Annual Benefit

\$200.00 per employee per year.

Tax Information

Reimbursements from your Health and Wellness Account are provided on a taxable basis per IRS regulations. You will be responsible for any taxes associated with reimbursements you may receive.

How to Submit an HRA Claim

If for any reason you do not use your benefits card, you may submit a claim to be reimbursed from your HRA. Claims may be submitted securely online in the Member Portal or by submitting an HRA Claim Reimbursement Form. Get your HRA reimbursement faster when you enroll for Direct Deposit in the Member Portal or by submitting a Direct Deposit Form with your claim. All forms and instructions are available at marinbenefits.com/forms. Claims must be filed within ninety (90) days of the end of the calendar year in which services are incurred to be eligible for reimbursement.

Online Member Portal

Please visit marinbenefits.com for secure online resources to help you take an active role in managing your HRA Plan. Please click "Register" and follow the prompts using the following credentials:

Employer ID **MBIWENTE**

Employee ID Nine-digit employee Social Security Number with no spaces or dashes [e.g., 123456789]

Questions?

Please contact Marin Benefits at 415-526-1401 or support@marinbenefits.com for questions regarding your Health and Wellness benefits.

Marin Benefits Administrators

Mailing Address: 6366 Commerce Blvd #293, Rohnert Park, CA 94928

Email Support: support@marinbenefits.com

Customer Service: 415-526-1401

Website: marinbenefits.com