

Glossary – W

Wellness Plan – A wellness plan includes: (a) a program that reimburses all or part of the cost for membership in a fitness center, (b) a diagnostic testing program that provides a reward for participation rather than outcome, (c) a program that encourages preventive care by waiving the copayment or deductible requirement for the costs of, for example, prenatal or well-baby visits, (d) a program that reimburses employees for the costs of smoking cessation programs without regard to whether the employee quits smoking, and (e) a program that provides a reward to employees for attending a monthly health education seminar.