

Appendix A

Last Updated: November 20, 2008

Wellness Activities:

1. Sports club / Fitness membership (includes school sports fees)
 - a. Cross-country skiing
 - b. Curling
 - c. Dog Agility
 - d. Fitness / Gym
 - e. Golf
 - f. Hiking
 - g. Off-Road Clubs
 - h. Racquetball
 - i. Rod & Gun Clubs
 - j. Rowing
 - k. Running
 - l. Snowmobiling Clubs
 - m. Tennis

2. Weight loss organizations
 - a. Weight Watchers, Herbal Magic, Jenny Craig, LA Weight Loss, Dr. Bernstein Diet & Health Clinics
 - b. Excludes the cost of food & supplements

3. Personal Trainers
 - a. must be fully certified and registered with a fitness club or recreation centre

4. Lessons, Registration fees & Passes:
 - a. Baseball / Softball / T-Ball / Slo-Pitch
 - b. Basketball
 - c. Bowling
 - d. Canoeing
 - e. Curling
 - f. Cycling / Mountain Biking
 - g. Dance (Jazz, Ballet, Tap etc.)
 - h. Equestrian Activities
 - i. Figure Skating
 - j. Golf
 - k. Gymnastics
 - l. Hockey
 - m. Kayaking
 - n. Martial Arts
 - o. Rock Climbing
 - p. Scuba Diving
 - q. Skateboarding
 - r. Skiing (Downhill, Cross-Country, Telemark)

- s. Snowboarding
- t. Snowskating
- u. Soccer
- v. Swimming
- w. Tennis
- x. Track & Field
- y. Volleyball
- z. Water Skiing
- aa. Whitewater Rafting
- bb. Yoga & Pilates

- 5. Community Centre / Recreation Centre activities
 - a. Public swimming
 - b. Family skating

Wellness Equipment:

- 6. Sports equipment & footwear
 - a. Required items for Activities listed above
 - b. Jogging Stroller
 - c. Bike trailers
 - d. Target Shooting Dispenser Scale
 - e. Hand-held GPS
 - f. Golf Cart, hand cart only
 - g. Hand-held weather barometer
 - h. Trampolines, including safety kit
 - i. Ski & Bike racks
 - j. Locker fees
- 7. Safety equipment
 - a. Helmets
 - b. Personal Floatation Devices
 - c. Reflective Vests
 - d. Armor / Padding for off-roading, mountain biking
 - e. Avalanche safety equipment
 - f. Safety Courses such as First Aid, Avalanche Safety, Outdoor Survival
- 8. Home fitness equipment
 - a. Treadmill, Elliptical, Stationary Bike, Rowing Machine, Stairmaster
 - b. Personal home gym
 - c. Other equipment and accessories
 - i. Fit ball, weights, weight benches, Bosu ball, balance boards, exercise tubing & bands
 - ii. Step-counter / Pedometer
 - iii. Heart-rate monitor
 - iv. Yoga / Pilates mats and accessories

Lifestyle Activities & Equipment:

9. Camping fees & Permits
10. Camping equipment
 - a. Camping cookware
 - b. Camping cots, pillows, sleeping bags, sleeping pads
 - c. Backpacks and stuff sacks
 - d. Water purification systems, water bottles (storage or sports bottles)
11. Girl Guides of Canada; Scouts Canada
12. Boys & Girls Club
13. Children's summer camps
14. Fishing rods and tackle
 - a. Ice Auger and Ice House
 - b. Vests, hip-waders
 - c. Electronic fish finder
15. Fishing licenses and permits
16. Hunting Licenses and permits
17. Hunting accessories
 - a. Range finder
 - b. Binoculars
 - c. Spotting scopes
 - d. Game calls & game scents
18. National Park Pass
 - a. Annual or Daily Pass

Exclusions:

While the Company has made every effort to cover the full range of activities, services, or expenses associated with health and wellness, some items that are not listed may be eligible. Exception requests should be directed to the Calgary Human Resources department and requires the approval of the Manager Human Resources. If unsure whether a particular activity, item or service will be eligible for reimbursement, employees should contact their local Employee Relations department before incurring any cost.

Specific exclusions include:

1. Cosmetic / Beauty products and services
2. Clothing and apparel
3. Food & supplements, including performance, dietary, vitamins
4. Bottled water
5. Firearms & ammunition; bows & arrows, knives, cross-bow strings etc.
6. Hunting Accessories such as guns cases, cleaning kits

7. Annual GPS subscription
8. Exercise videos & DVDs
9. Entertainment passes i.e. movie passes, theatre tickets, concerts, amusement parks
10. CDs, iPods or MP3 players, computers & video game consoles, TV & Stereo Equipment
11. Cameras and other camera equipment
12. Veterinary and Horse Shoeing expenses and supplies
13. Motorized vehicles, including recreational and all-terrain vehicles, and motorized watercraft
14. Motorized Golf carts
15. ATV Accessories
16. Tow trailers, storage trailers
17. Gasoline, propane, diesel and other fuel
18. Generators, Solar panels, battery boosters
19. Travel expenses, flights and accommodations
20. Maps
21. Music Lessons, musical instruments