

**O'Neal Industries/O'Neal Steel  
Fitness & Recreational Activities Reimbursement  
Frequently Asked Questions**

**Who is eligible for the Fitness and Recreational Activities Reimbursement through LIVESMART?**

To be eligible, you must meet ALL the following criteria:

1. Be an O'Neal Industries/O'Neal Steel employee for at least 6 months
2. Work an average of 30 hours per week
3. Be a current LIVESMART Participant
4. Be a spouse of an employee and enrolled in LIVESMART

**What is the amount of my reimbursement?** Employee/Spouses are eligible for 50% of their out of pocket expenses up to \$400 per calendar year (January – December) per family.

**What items are eligible for reimbursement?**

1. Fitness center or gym membership
2. Weight Watchers® or other pre-approved weight loss program
3. Employee or Spouse membership to martial arts, personal training, yoga or other health related studio
4. Registration fees for participation in sporting events to include:
  - a. Walking/Running/Jogging/Triathlons
  - b. Tennis
  - c. Dance
  - d. Swimming
  - e. Cycling
  - f. Skiing
  - g. Company sponsored athletic teams or similar activities

**What items are NOT eligible for reimbursement?**

1. Home gym equipment
2. Fitness clothing or shoes
3. Children's sporting or recreation activity fees
4. Entrance fees to parks, bowling alleys, skating rinks, and similar facilities

**Will you reimburse for activities my spouse or child participate in?** LIVESMART will reimburse up to \$400 for family memberships to gyms, fitness centers, and studios to include spouse and children.

**When do I submit the forms for reimbursement?** The LIVESMART reimbursement application can be found on our website at [www.livesmartoni.com](http://www.livesmartoni.com) and should be submitted twice yearly. Deadlines for submission are June 28 and December 13, 2019.

**Where do I submit my reimbursement forms?** Please send your completed LIVESMART reimbursement forms via e-mail to [connect@livesmartoni.com](mailto:connect@livesmartoni.com), fax (205) 978-3760 or mail to LIVESMART P.O. Box 660225, Birmingham, AL 35266.

**When will I receive my reimbursement?** You should receive your reimbursement by August 31, 2019 and by February 16, 2020, these dates are subject to payroll processing timelines.

**How will my reimbursement be paid?** Beginning in 2014 all O'Neal Steel, O'Neal Manufacturing Services, and O'Neal Industries' fitness reimbursements will be processed through payroll.

**How can I confirm that I will get reimbursed?** If you have any questions about your request or want to confirm receipt/approval, please contact a member of the LIVESMART team at [connect@livesmartoni.com](mailto:connect@livesmartoni.com) or (888) 501-1252. For additional questions about health related benefits contact O'Neal Steel's Human Resource Department.