



O'Neal Industries Fitness 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 employee of an O'Neal Industries affiliate company for at least 6 months
2. Work an average of 30 hours per week
3. Be a current LIVESMART Participant

What is the amount of my reimbursement?

Employee/Spouses are eligible for 50% of their out of pocket expenses up to \$400 for the 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 registration fees for participation in sporting events such as walk/run races, tennis, dance, swimming, cycling, skiing, and company-sponsored athletic teams or similar activities.
4. Bicycles and/or helmets
5. Cardiovascular exercise equipment (treadmill, elliptical, stationary bicycle, etc)
6. Workstation exercise equipment (walking pad, desk peddler, standing workstation, etc)
7. Exercise DVDs or subscriptions to access streaming workouts and exercises
8. Hand weights, exercise/balance balls, resistance bands

What items are NOT eligible for reimbursement?

1. Activity or Fitness trackers (such as FitBit, Apple Watch, Garmin, etc.)
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?

Eligible expenses will include memberships or fitness activities that include the spouse and children. Children-only activities will not be eligible for reimbursement.

When do I submit the forms for reimbursement?

Completed applications should be submitted by November 15, 2024 for reimbursement.

Where do I submit my reimbursement forms?

Submit your completed application via e-mail to connect@livesmartoni.com, fax (205) 978-3760 or mail to 2311 Highland Avenue S, Suite 201, Birmingham, AL 35205.

When will I receive my reimbursement and how will it be paid?

You should receive your reimbursement by December 31. This date is subject to payroll processing timelines. Fitness reimbursements will be processed through payroll.

How can I confirm that I will get reimbursed?

Contact a member of the LIVESMART team at connect@livesmartoni.com or (888) 501-1252 to confirm receipt of application and reimbursement. For additional questions about health related benefits contact your company's Human Resource Department.