



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?

See the table below (page 2 &3) for a list of approved and non-approved items. This list is for reference only and may not be fully comprehensive. Items are subject to review by LIVESMART team for approval.

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 14, 2025 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.

LIVSMART Fitness Reimbursement Item and Activity Eligibility

Item or Activity	Eligible	Not Eligible (will <u>not</u> be covered)
Fitness Center or gym membership (including Active & Fit Direct membership)		
Nutrition service fees/Registered Dietitian fees (excluding co-pays) Weight Watchers®, Noom or other weight loss program or service (to be approved by LIVSMART).		
Fitness Studio Memberships <ul style="list-style-type: none"> • Martial arts • Personal training • Yoga • Pilates 		
Employee or spouse participation in sporting events or activities: <ul style="list-style-type: none"> • Walking/running/jogging events • Swimming • Skiing • Bowling league • Ice Hockey • Company-sponsored athletic teams • Annual Ski Pass • Bowling entrance or league fees • Skating entrance fees 		
Recreational/sporting activities or classes for children only (e.g. swimming lessons, sports registration fees, etc)		
Bicycles and/or helmets for adults and/or children in immediate family		
Cardio Exercise Equipment: <ul style="list-style-type: none"> • Treadmill • Elliptical • Stationary bike • Rowing machine 		
Exercise Equipment Maintenance		

LIVSMART Fitness Reimbursement Item and Activity Eligibility

Item or Activity	Eligible	Not Eligible (will not be covered)
Workstation Exercise Equipment: <ul style="list-style-type: none"> • Walking pad • Desk peddler • Standing workstation 		
Fitness equipment: <ul style="list-style-type: none"> • Handweights/dumbbells • Barbell • Weight bench • Exercise/balance balls • Resistance bands • Pull up bar or dip station • Rebounder • Pilates reformer machine • Wrist/ankle weights • Yoga/pilates mat • Jump rope 		
Fitness clothing items, shoes, or accessories		
Heart Rate Monitors or Activity/fitness tracker devices (e.g. FitBit, Apple Watch, Garmin, etc.)		
Golf, tennis, pickleball club membership fees and equipment including: <ul style="list-style-type: none"> • Golf club • Tennis racquet • Pickleball paddles 		
Exercise DVDs or subscriptions to access streaming workouts and exercise (e.g. IFIT, Peleton, BODI, V Shred, etc.)		
Hiking/trekking poles		
Fishing pole and other fishing-related items		
Wellness products (e.g. Red light devices, sauna/sauna blanket, acupressure mats, Theragun, supplements, etc.)		
Water bottles/Hydration gear		

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