



O'Neal Industries / O'Neal Steel / O'Neal Manufacturing Services  
G&L TUBE / TW METALS/ United Performance Materials 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 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 for the 2021 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:
  - Walking/Running/Jogging/Triathlons
  - Tennis
  - Dance
  - Swimming
  - Cycling
  - Skiing
  - Company sponsored athletic teams or similar activities
5. Bicycles and/or helmets
6. Cardiovascular exercise equipment (treadmill, elliptical, stationary bicycle, 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?**

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 by November 12, 2021 for reimbursement.

**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 2311 Highland Avenue S, Suite 102, Birmingham, AL 35205.

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

You should receive your reimbursement by December 31, 2021. This date is subject to payroll processing timelines. 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.

*This updated policy will be in effect for the 2021 calendar year effective July 15, 2021*