

U.S. Fitness Rebate Program

GE Businesses are pleased to offer a *U.S. Fitness Rebate Program* to all active GE medical benefit-eligible employees¹ who are assigned to a work location where a GE-sponsored on-site fitness facility is not available². The intent is to provide a rebate toward the cost for non-GE-sponsored fitness facilities and/or a series of fitness-related classes when a GE-sponsored on-site fitness facility is not available³.

Guidelines

Below are specific guidelines for the *U.S. Fitness Rebate Program*:

- Rebates will be processed for active GE employees on payroll at the time of the request;
- Employees can submit applications up to twice per calendar year;
- Applications will be processed through GE payroll; and
- Reimbursements will provide 50% of the amount paid for annual membership and/or combined annual cost of membership and classes at the fitness facility of the employees' choice⁴ for up to a maximum annual rebate of \$300. The taxes will be grossed up.

Example

Janet is a full-time, active employee eligible for GE medical benefits. She is assigned to a work location that doesn't have a GE-sponsored fitness facility and wants to join a health facility in her town, which offers a full fitness program, fitness equipment and classes. She has verified that the facility meets the U.S. Fitness Rebate Program qualifiers⁴, and has learned that she can join at one of two levels – individual or family membership, Janet wants to know what her rebate will be at the two different levels:

If Janet elects the Level 1 family membership, it will cost her \$750/year, and she will qualify for a \$300 rebate; and

If she elects the Level 2 individual membership, which costs \$250/year, she will be qualify for a \$125 rebate. (i.e. 50% of the annual membership fee)

Important:

- ¹ *This rebate program **is not available** to contractors, interns, co-op's, rehired pensioners, stand-alone affiliate employees or employees who aren't eligible for GE medical benefits. Newly hired GE medical-benefit-eligible employees can be reimbursed for **only the costs incurred after** their GE hire date;*
- ² *Employees who work in a location that has an existing in-house or GE-funded fitness facility **do not qualify** for this program;*
- ³ *A Business site that has **a room with fitness equipment and no staff is not considered an on-site fitness facility**, and employees at such locations would qualify for this rebate;*
- ⁴ *Memberships and activities **must meet the Rebate Program qualifiers** listed in this document.*

Note: Sites that adhere to this program meet the fitness subsidy requirement within the HealthAhead Site Certification program.

Employees should have clearance from a physician before beginning any fitness activities. While GE supports and promotes the fitness and well-being of its employees, any fitness activity undertaken by an employee is voluntary and considered a non-work activity.



Rebate Program qualifiers

Examples of what qualify or do not qualify for rebate are listed below. These are not intended to be all-inclusive:

Qualify

- Fitness centers designed for health and fitness activity;
(Examples: Bally, LA Fitness, YMCA, 24-Hour Fitness, Curves, and similar entities)
- A series of instructor-led, group or individual exercise or training classes sponsored by a fitness organization
(Examples: Yoga, Pilates, Crossfit, karate, spinning and similar activities)

Do not qualify

- Activity fees, such as tennis court fees, bowling lane charges, fishing licenses, golfing greens fees, ski lift passes, boating slip fees;
- One-time event entry fees (entry fees for races for running, biking, walking or other, sporting event tickets);
- Club dues (golf, tennis, wrestling);
- Gym equipment, gym clothing;
- Any activity paid by spouse or child(ren) when the employee is not part of the class or program.

Rebate application

To request a rebate:

- Employees must complete the GE Fitness Rebate Application, available as a work flow [at this link](#);
- Any rebate request made after March 31 for fees incurred the previous year will not be approved;
- Applications must provide documentation that verifies the amount paid toward membership or classes;
- Rebates will not be processed without valid proof of payment;
- Requests are automatically forwarded for processing.

Questions

Please direct any questions to the GE Payroll Center at 1-800-315-1082.

