



U.S. Fitness Rebate Program for employees

March 2020

How do I know if I'm eligible to participate in the U.S. Fitness Rebate Program?

All active GE medical benefit-eligible employees currently on GE payroll who are assigned to a work location where a GE-sponsored on-site fitness facility is not available are eligible. The intent of the rebate program is to provide reimbursement toward the cost of non-GE-sponsored fitness facilities and/or fitness-related classes for employees when a GE-sponsored on-site fitness facility is not available.

How much can I receive toward a fitness facility membership?

You can receive 50% of the actual cost up to a maximum of \$300 per year.

How do I request a rebate under the U.S. Fitness Rebate Program?

You may apply for a rebate by [clicking this link](#). Or, you can go to OneHR.ge.com to find an [application form](#) that you can print, complete and submit. All applications will be reviewed and a response sent to you.

When should I submit my application for a rebate?

You are able to submit up to two times per year, so we recommend that you apply for your rebate when you reach the \$300 maximum rebate (i.e., \$300 that is 50% of your actual costs). You may submit multiple receipts within one form for up to the yearly limit.

Will my rebate be subject to state and federal taxes?

GE will add estimated taxes to the amount of the rebate, so the net amount you receive will be equal to the amount of your fitness expense. (Your actual tax liability will be determined when you file your annual tax return(s).)

My work location does not have a GE-sponsored on-site fitness facility, and I belong to the local fitness facility off-site. Fitness classes are an extra cost. Can I receive a rebate for both?

You may submit up to two times per year for a maximum of \$300 rebate. So, both membership costs and classes would be allowable for the 50% rebate up to a total of the \$300 annual maximum rebate.

If there is a GE-sponsored on-site fitness facility at my work location, and I've paid the membership fee, can I apply for a rebate?

No, employees who are at work locations that have a GE-sponsored on-site fitness facility cannot be reimbursed for their membership or fees or for any costs to take fitness classes. The cost of membership for GE-sponsored on-site fitness facilities is already offered to employees at a reduced rate -- GE provides a subsidy toward the cost.

At my assigned work location we have an on-site gym, but the gym is not "supervised" at any time. Weekly classes are offered in the gym with external instructors, and we pay a fee to attend the classes. Can I submit for reimbursement for the cost of the class fees?

Yes, in this situation you would be able to submit for reimbursement since the gym is not a supervised fitness facility.

I'm currently on a leave from my GE job. Can I apply for a rebate before I return to work?

You can apply for a rebate for fitness center membership or classes once you return to work.

Can I receive the rebate for a family membership or for the cost of classes that my family members attend?

You can receive a rebate of 50% of the cost of the fitness facility or classes up to the maximum of \$300 rebate per year as long as you are enrolled and participating as well as your family members. If you are not part of the membership, the expense is not eligible.

I'm eligible to enroll in a GE medical benefits plan (i.e., Health Benefits, Health Choice), but I'm not currently enrolled because I get health benefits elsewhere; can I still participate in the U.S. Fitness Rebate Program?

Yes, you can participate as long as you are *eligible* for GE medical benefits.

If I pay for the cost of membership at an off-site fitness facility on a monthly basis, how can I submit for the rebate?

You can submit multiple expenses in one workflow request, and you can submit up to two times each year whether the expenses are monthly membership fee installments or quarterly charges or individual costs for fitness classes. The recommended practice is to apply for the rebate when you reach the \$300 maximum (i.e., \$300 that is 50% of the cost of \$600). Of course, you must have receipts for each expense.

What documentation is considered a valid receipt – my signed and submitted membership contract, monthly statements and annual fee projections?

Documents should provide proof of payment already submitted in the current year with the date of payment clearly stated on the documentation. Your name and the name of the facility must also be clearly stated on the proof of payment, and each separate rebate request must include that proof of payment.

How is the assigned site location determined? My work location is a satellite office associated with a main office. The main office has an on-site GE-sponsored fitness

facility; my satellite work location does not. Will I be able to submit for a rebate?

An employee's assigned work location in the GE HR system will determine whether the employee can submit for a rebate. If your assigned work location is tied to the location that has an on-site GE-sponsored fitness facility, you would not be able to receive the rebate.

At my assigned work location, the GE-sponsored on-site fitness facility has equipment but does not offer classes. I plan to attend classes such as yoga at an off-site location. Will I be able to submit for a rebate for the cost of the classes?

No, the cost of the classes would not qualify for reimbursement since there is an on-site GE-sponsored facility at your work location.

If my GE-sponsored on-site fitness center membership is more expensive than a local off-site fitness center, can I get an exception to use the off-site facility?

No, if you work at a location with an on-site facility, you cannot submit for a rebate.

I am assigned to a work location that has an on-site GE-sponsored fitness facility. However, I work remotely and do not have my work location cited in my employee records because of confidentiality. Will I be able to submit for a rebate for the cost of membership to my off-site, non-GE-sponsored fitness facility?

To qualify for the rebate, your ID must be set up in GE's HR system as "Other" for work location. With this option, you do not have to provide a home address, and the GE HR system will no longer associate you with the currently assigned work location.

My spouse and I are both GE employees. Are we each eligible for a rebate up to \$300 annually?

Yes, if you both meet the eligibility requirements in the guidelines, you are each entitled to submit for a rebate up to a maximum of \$300/year.

I take online fitness classes in my home. Are they eligible for the rebate?

No, in-home fitness classes are not eligible for the rebate program.