

GE Appliances U.S. Fitness Rebate Program

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

NOTE – U.S. Factory Service technicians/dispatchers should refer to the *Factory Service Fitness Program*

Guidelines

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

- Rebates will be processed for active GE Appliances 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 Appliances payroll;
- 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' choice 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 Appliances medical benefits. She is assigned to a work location that doesn't have a GE Appliances-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 qualifiers 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 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 Appliances medical benefits. **Factory Service Technicians/Dispatchers should refer to the *Factory Service Fitness Rebate Program***. Newly hired GE Appliances medical-benefit-eligible employees can be reimbursed for **only the costs incurred after** their GE Appliances hire date;

² Employees who work in a location that has an existing in-house or GE Appliances-funded fitness facility **do not qualify** for this program;

³ Memberships and activities **must meet the Rebate Program qualifiers** listed in this document.

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 Appliances Fitness Rebate Application attached
- 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

Questions

Please direct any questions to the GE Appliances Payroll Center at 1-833-885-5655.



GE APPLIANCES
a Haier company

US Fitness Rebate Form

Requestor Name	
Requestor SSO	
Rebate Amount Requested	
Name of Fitness Facility	
Address of Fitness Facility	

NOTE – Factory Service Technicians and Dispatchers should refer to the Factory Service Fitness Rebate Program and NOT use this form

I am applying for GE Appliances *U.S. Fitness Rebate Program* based on the following:

- I am an active GE Appliances employee eligible for GE Appliances medical benefits and currently on GE Appliances payroll;
- I am assigned to a work location that does not have an existing in-house or GE Appliances-funded health and fitness facility OR I am assigned to a work location that has an existing in-house or GE Appliances-funded health and fitness facility that has a waiting list;
- I have attached receipt(s) from the fitness facility that confirm the total amount of my payment;
- The facility for which I am submitting for a rebate meets the Rebate Program qualifiers listed in the program document;
- The information I have provided is accurate to my knowledge.

Employee signature _____

GE Appliances reserves the rights to alter, amend, suspend, revise, interpret, or discontinue this program at any time, in whole or in part, in its sole and exclusive discretion.

Submit this completed form with proof of payment to one of the following:

Email: geapayandbenefits@geappliances.com

Mail: GE Appliances Payroll & Benefits COE
US Fitness Rebate Program
Appliance Park, AP4-110
Louisville, KY 40225