

# Hog Slat Fitness Reimbursement Program

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The Hog Slat fitness reimbursement program rewards employees and their spouses for working out at a gym. We will reimburse an employee \$50.00 of their gym membership every three consecutive months if they meet the work out session requirements. The employee also receives a vacation day. If both the employee and their spouse each meet the work out session requirements, we will reimburse the employee for \$75.00 of their gym membership each three consecutive months. Here are the steps for joining this program:

## Eligibility for this program is based on the following:

- You must be enrolled in the current year's wellness program. That means that you either participated in the onsite wellness screenings or have had your annual physical and self-reported your results.
- Spouses of current Hog Slat employees are eligible for this program.
- New hires (and their spouses) can participate in this program after the employee is eligible to earn vacation days.
- New hires hired after May of any calendar year do not need to meet the screening requirement, but must participate in the screenings and/or have their annual physical and self-report results by July 31<sup>st</sup> of *the next year* in order to continue fitness program participation.

## How to participate:

- **Select and enroll in a gym:** Join a local gym. For purposes of this program, the gym must be a legitimate business with gym equipment on site that charges a daily, weekly, monthly, biannually (every 6 months) or annual fee for membership. A gym is not considered personal exercise equipment in a home. The gym must be able to produce a print out of your gym attendance. If your gym cannot do this, please contact [wellness@hogslat.com](mailto:wellness@hogslat.com). You also must be able to produce a receipt for your gym fees, if requested.
- **Work out regularly.** You must work out at least 20 times (separate days), for at least 30 minutes, over a consecutive three-month period to be eligible for the reimbursement. If your spouse is also participating, he or she must also meet those workout requirements to be eligible for the reimbursement. **YOU MUST COMPLETE 20 DAYS OF WORKOUTS.** Longer workouts (for example, 90 minutes of exercise) do not reduce the number of days required.
- **Turn in a completed reimbursement form and attach a print out from your gym:** At the end of the three month period, send your completed reimbursement form with a print out of your gym attendance by email to [wellness@hogslat.com](mailto:wellness@hogslat.com) or by mail to Hog Slat Inc. Attn: Wellness PO Box 300, Newton Grove, NC 28366. **There needs to be a separate gym attendance print out for your spouses if he/she is participating.**
- If you any questions about the program, contact [wellness@hogslat.com](mailto:wellness@hogslat.com)

## HOG SLAT WELLNESS PLAN FITNESS CENTER REIMBURSEMENT PROGRAM

Employee/Spouse Name: \_\_\_\_\_ Emp ID: \_\_\_\_\_

Email Address: \_\_\_\_\_

Name and Location of Fitness Center: \_\_\_\_\_

Year: 20\_\_ Three Consecutive Months: \_\_\_\_\_

**“I certify that the statements below are true and that the attached attendance record is a true and accurate representation of my gym attendance. (Minimum of 20 visits required). I understand that falsifying this information could result in my removal from the wellness program and the rescinding of any premium reductions I may be receiving.”**

- I (and my spouse, if applicable) completed at least 20, 30 minute workouts over a three month period
- I have attached a print out of my (and my spouse's, if applicable) workouts from the gym

\_\_\_\_\_

**Employee**

\_\_\_\_\_

**Date**

### NOTE:

- If only your spouse chooses to participate in this program, the gym reimbursement amount is limited to \$25 per 3 consecutive months. There is no vacation awarded for spouse only participation.
- Reimbursement requests must be submitted at the of the three month period. We will not take forms older than 1 quarter beyond the period being claimed.
- Gym reimbursements are added to the employee's paycheck and are subject to taxation.

Your health plan is committed to helping you achieve your best health. Rewards for participating in a wellness program are available to all employees. If you think you might be unable to meet a standard for a reward under this wellness program, you might qualify for an opportunity to earn the same reward by different means. Contact the Hog Slat HR office and we will work with you (and if you wish, with your doctor) to find a wellness program with the same reward that is right for you in light of your health status.