

NOTICE REGARDING WELLNESS PROGRAM

Be Healthy is a voluntary wellness program available to all benefits-eligible employees. The program is administered according to federal rules permitting employer-sponsored wellness programs that seek to improve employee health or prevent disease, including the Americans with Disabilities Act of 1990, the Genetic Information Nondiscrimination Act of 2008, and the Health Insurance Portability and Accountability Act, as applicable, among others. If you choose to participate in the wellness program you will be asked to complete a health assessment survey or “health check” that asks a series of questions about your health-related activities and behaviors and whether you have or had certain medical conditions (e.g., cancer, diabetes, or heart disease). You will also be asked to complete a biometric screening, which will include a blood test for diabetes and hyperlipidemia and screenings for metabolic syndrome and hypertension. You are not required to complete the health assessment survey or to participate in the blood test or other medical examinations. However, employees who choose to participate in the wellness program will receive an incentive of up to \$520 for the year following for completing a biometric screening and having biometric results in a healthy range, such as having a blood pressure reading below 141/90.

If you have active 2020 medical coverage, you will also receive \$75 for completing the health assessment during annual benefits open enrollment and eligible spouses can receive \$25. Although you are not required to complete the health assessment survey or participate in the biometric screening, only eligible employees and their spouses who do so will receive the incentives.

Employees and their spouses with active medical coverage through Texas Health Resources can earn rewards for participation activities in Be Healthy (up to \$300 for employees and up to \$175 for spouses). If you are unable to participate in any of the health-related activities or achieve any of the health outcomes required to earn an incentive, you may be entitled to a reasonable accommodation or an alternative standard. You can learn how to request a reasonable accommodation or how to complete an alternative standard by visiting BeHealthyTHR.org.

The information from your health assessment survey and the results from your biometric screening will be used to provide you with information to help you understand your current health and potential risks, and may also be used to offer you services through the wellness program. You also are encouraged to share your results or concerns with your own doctor.

Protections from Disclosure of Medical Information

We are required by law to maintain the privacy and security of your personally identifiable health information.

Although the wellness program and Texas Health Resources may use aggregate information it collects to design a program based on identified health risks in the workplace, BeHealthy will never disclose any of your personal information either publicly or to Texas Health Resources, except as necessary to respond to a request from you for a reasonable accommodation needed to participate in the wellness program, or as expressly permitted by law. Medical information that personally identifies you that is provided in connection with the wellness program will not be provided to your supervisors or managers and may never be used to make decisions regarding your employment.

Your health information will not be sold, exchanged, transferred, or otherwise disclosed except to the extent permitted by law to carry out specific activities related to the wellness program, and you will not be asked or required to waive the confidentiality of your health information as a condition of participating in the wellness program or receiving an incentive. Anyone who receives your information for purposes of providing you services as part of the wellness program will abide by the same confidentiality requirements. The only individual(s) who will receive your personally identifiable health information include doctors, nurses, employee health, applicable and need-to-know third-party vendors, and health coaches in order to provide you with services under the wellness program.

In addition, all medical information obtained through the wellness program will be maintained separate from your personnel records, information stored electronically will be encrypted, and no information you provide as part of the wellness program will be used in making any employment decision. Appropriate precautions will be taken to avoid any data breach, and in the event a data breach occurs involving information you provide in connection with the wellness program, we will notify you immediately.

You may not be discriminated against in employment because of the medical information you provide as part of participating in the wellness program, nor may you be subjected to retaliation if you choose not to participate.

If you have questions or concerns regarding this notice, or about protections against discrimination and retaliation, please contact us at 1-877-MyTHRLink, prompt 9.