

## NOTICE REGARDING WELLNESS PROGRAMS

SCHOOLCARE's **Good For You!** Wellness Programs are voluntary incentive programs available to all subscribers and covered spouses of SCHOOLCARE/Cigna medical plans. The annual incentive 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 this incentive program as a participant of SCHOOLCARE, you will have the opportunity to complete a voluntary Health Assessment or "HA" 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, heart disease, etc.). You will also be offered the opportunity to complete a biometric screening, which will include a blood test to determine glucose, cholesterol and triglycerides, in addition to blood pressure, height, weight and waist circumference. You are required to complete the HA to earn incentives.

Participants who receive their medical insurance through SCHOOLCARE and who choose to participate in the incentive program will receive an incentive of \$150 cash for completing their biometric screening. Although you are not required to complete the biometric screening, only participants who do so will receive the cash incentive.

Additional incentives of up to \$650 for subscribers and \$250 for covered spouses may be available for participants who complete certain health-related activities including working with a health coach, completing preventive care, participating in healthy events, etc. If you are unable to participate in any of the health-related activities to earn an incentive, you may be entitled to a reasonable accommodation or an alternative standard. You may request a reasonable accommodation or an alternative standard by contacting SCHOOLCARE's health management provider, Cigna at 800-244-6224.

The information from your HA and the results from your biometric screening will be used by Cigna 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 Programs, such as Health Coaching. 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 SCHOOLCARE and Cigna may use aggregate information collected to design a program based on identified health risks in the workplace, the **Good For You!** Wellness Programs will never disclose any of your personal information either publicly or to the employer, except as expressly permitted by law. Medical information that personally identifies you that is provided in connection with the Wellness Programs 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 Programs, and you will not be asked or required to waive the confidentiality of your health information as a condition of participating in the Wellness Programs or receiving an incentive. Anyone who receives your information for purposes of providing you services as part of the Wellness Programs will abide by the same confidentiality requirements. The only individual(s) who will receive your personally identifiable health information are SCHOOLCARE's Health Management Provider, Cigna in order to provide you with services under the Wellness Programs.

In addition, all medical information obtained through the Wellness Programs will be maintained separate from your personnel records, information stored electronically will be encrypted, and no information you provide as part of the Wellness Programs 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 Programs, 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 Programs, 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 Lisa Duquette, Executive Director, SCHOOLCARE at 800-562-5254 ext. 305.