

NOTICE REGARDING WELLNESS PROGRAM

The Healthy Lifestyle Rewards Program 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 voluntary health risk assessment or "HRA" 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 cholesterol, glucose, or similar. You are not required to complete the HRA or to participate in the blood test or other medical examinations. However, the Healthy Lifestyle Rewards Program only asks for receipts or explanation of benefits, which do not include personal medical information.

However, employees who choose to participate in the wellness program will receive an incentive in the form of a stipend for earning points on the Healthy Lifestyle Reward Passport, "Rewards Passport." Although you are not required to complete the HRA or participate in the biometric screening, only employees who do 7 (r)366 will receive points on their Rewards Passport.