

NOTICE REGARDING WELLNESS PROGRAMS

Peak Health's Wellness Programs are voluntary. Our programs are 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 may be asked to complete a biometric screening that includes blood pressure, heart rate, body fat percentage, and fitness testing. You will also complete a blood test. Problems that could be identified through the blood screening tests are thyroid disease, diabetes, elevated cholesterol levels, kidney and liver function abnormalities, anemia and infectious diseases.

Employees who choose to participate in the wellness program may receive an incentive. You can contact your Employer to determine if program incentives are available to you. Although you are not required to complete the HRA or participate in the biometric screening, only employees who do so may receive the incentive.

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 may request a reasonable accommodation in advance of your appointment by contacting Peak Health at 252-237-5090. You may also request an alternative standard from your nurse during your appointment.

The information from your HRA 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, such as health counseling and referral to others that can provide additional health services to you. You also are encouraged to share your results or concerns with your own Healthcare Provider.

Protections from Disclosure of Medical Information

We are required by law to maintain the privacy and security of your personally identifiable health information. However, the wellness program and your employer may review aggregated health risk information collected by the program to design solutions that address risks in all or some of the workplace population. Peak Health will never disclose any of your personal information either publicly or to your employer, 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. We may disclose your health protected information to other health care professionals or health care resources in order to provide additional health services to you. Anyone who receives your information for purposes of providing you services as part of the wellness program will abide by the same confidentiality requirements. Your Benefits Administration may receive limited information about you in order to pay your bill and offer program incentives to you.

Information stored electronically will be encrypted. 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.

If you have questions or concerns regarding this notice please contact our Privacy Officer at 252-237-5090. If you have concerns about employment discrimination please contact your Company's Benefit or Human Resources Department.

Rev. 08-2022