



NOTICE REGARDING WELLNESS PROGRAM

Healthkick, The Forsyth County Wellness Program, is a voluntary wellness program available to all 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 (finger stick) that will be obtained for your lipid (cholesterol) profile, glucose & A1C. We will obtain blood pressure, weight, height, calculate your BMI and perform a waist measurement. You are not required to complete the HRA 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 a premium discount for medical insurance for the employee/retiree and his/her spouse, if covered on the medical plan and participating in the wellness program. Participants must remain compliant with health coaching requirements in order to be eligible for the premium discount(s). Although you are not required to complete the HRA or participate in the biometric screening, only employees and retirees and their spouses who do so will receive the premium discounts.

Additional incentives of up to \$250 may be available for employees who participate in the Weight/Waist incentive and meet the following weight/waist threshold:

- **Women: ≤ 35 waist circumference**
- **Men: ≤ 40 waist circumference**
- **OR improve your waist measurement or weight by 5%**

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 or an alternative standard by contacting Stephanie Johnson, Novant Health Corporate Health at 336-277-1612.

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 coaching. You also are encouraged to share your results or concerns with your own doctor.

Protections from Disclosure of Medical Information

The privacy and security of your personally identifiable health information is maintained as required by law. Although Novant and the wellness program receive aggregate information to design a program based on identified health risks in the workplace, Novant will never disclose any of your personal information neither publicly nor to Forsyth County, 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 are Novant Health Corporate Health administrators of the wellness program in order to provide you with services under the wellness program.

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 Shontell Robinson, HR Director at 336-703-2400 or robinssa@forsyth.cc.