

Wellness program notices

HIPAA Notice of Reasonable Alternative Standards (for Health-Contingent Wellness Programs)

Your health plan is committed to helping you achieve your best health. Rewards for participating in a wellness program are available to all employees. If you think you might be unable to meet a standard for a reward under this wellness program, you might qualify for an opportunity to earn the same reward by different means. Contact us at 1 (833) 724-2453 and we will work with you (and, if you wish, with your doctor) to find a wellness program with the same reward that is right for you in light of your health status.

EEOC Notice (for Wellness Plans that include Disability-Related Inquiries or Medical Examinations)

Notice regarding wellness program

The Take CARE Wellbeing Program is a voluntary wellness program available to all employees and their spouses if they are covered under a CM medical plan. 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 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, or heart disease). You will also be asked to complete a health screening (HS), which will include a test for blood glucose, cholesterol, and blood pressure. You are not required to complete the HA or to participate in the HS.

However, employees and their spouses who choose to participate in the wellness program will receive an incentive of up to 400 wellness points for completing various wellness activities if they are covered under a CM medical plan. Employees not covered under a CM medical plan but who choose to participate in the wellness program will receive an incentive of up to 100 points for completing the wellness activities.

Although you are not required to complete the HA or participate in the HS, only employees or their spouses who do so will receive the wellness points – 100 (20 for non-enrolled) for the HA and 100 (20 for non-enrolled) for the HS.

Additional incentives may be available for employees who participate in certain health-related activities and/or achieve certain health outcomes. Health outcome targets include: BMI between 18.5 – 29.9; waist circumference in inches ≤ 40 for males, ≤ 35 for females; cholesterol – total ≤ 200 mg/dl; LDL ≤ 130 mg/dl; blood pressure $< 140/90$; glucose – fasting ≤ 126 mg/dl, non-fasting < 200 mg/dl; or an improvement in any listed health outcome of 5% or more; tobacco – non-user for six months. 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 Shelly Summar at ssummar@cmh.edu.

The information from your HA and the results from your HS 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 or specific Virgin Pulse Health Journeys. 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 Children's Mercy may use aggregate information it collects to design a program based on identified health risks in the workplace, the Take CARE Wellbeing program will never disclose any of your personal information either publicly or to the 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. 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 health coaches assigned to individuals through the opt-in Virgin Pulse health coaching program in order to provide you with services under the wellness program.

In addition, all medical information obtained through the wellness program will be maintained by Virgin Pulse; separate from your personnel records, information stored electronically will be encrypted, and no information you provide as part of the wellness program will be shared with Children's Mercy or 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 Shelly Summar at ssummar@cmh.edu.