

EEOC NOTICE (for Wellbeing Plans that include Disability-Related Inquiries or Medical Examinations)
NOTICE REGARDING WELLBEING PROGRAM

The Take CARE Wellbeing Program is a voluntary wellbeing program available to all employees and spouses covered under the Children's Mercy health plan. The program is administered according to federal rules permitting employer-sponsored wellbeing 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 wellbeing program you will be asked to complete a voluntary health assessment (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 covered spouses who choose to participate in the wellbeing program will receive an incentive of up to 400 wellbeing points for completing various wellbeing activities. Although you are not required to complete the HA or participate in the health screening, only employees who do so will receive 200 wellbeing points – 100 for the HA and 100 for the health screening.

Additional incentives of up to a total of 400 wellbeing points may be available for employees who participate in a variety of health-related activities and/or achieve certain health outcomes: BMI between 18.5 – 30; waist <40 for males, <35 for females; cholesterol – total <200; HDL <5.0; blood pressures <140/90; glucose – fasting <100, non-fasting <140; tobacco – non-user for six months.

Alternative ways to earn the necessary points are available. 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 Candice Gwin at cgwin@cmh.edu.

The information from our 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 wellbeing program, such as health coaching or specific Virgin Pulse 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 wellbeing program and Children's Mercy Hospital may use aggregate information it collects to design a program based on identified health risks in the workplace, the Wellbeing Program will not disclose your personal identifiable information either publicly or to the employer. Individuals requesting reasonable accommodations information may be used to respond to your request for a reasonable accommodation needed to participate in the Wellbeing Program, or as expressly permitted by law. Your medical information provided in connection with the Wellbeing Program will not be provided, shared or otherwise made available to your supervisors or managers and may not 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 Wellbeing Program, and you will not be asked or required to waive the confidentiality of your health information as a condition of participating in the Wellbeing Program or receiving an incentive. Those who receive your information for purposes of providing you services as part of the Wellbeing 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 coaching program. In addition, all medical information obtained through the Wellbeing Program will be maintained by Virgin Pulse; separate from your personnel records, information stored electronically will be encrypted, and your individual medical information is not shared with Children's Mercy. Children's Mercy, Virgin Pulse and the Wellbeing Program take your privacy seriously, as such, physical and electronic safeguards are in place to prevent unauthorized use or disclosure of your information.

You may not be discriminated against in employment because of the medical information you provide as part of participating in the Wellbeing 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 Candice Gwin at cgwin@cmh.edu.

DISCLAIMER

This benefits microsite describes the key decisions and choices you need to make during the Annual Enrollment period. It is not intended to describe every possible situation that could occur. The benefit plans are governed by the Summary Plan Description, which serves as the plan document. Participation in the Children's Mercy benefit program is not a guarantee of employment nor do these plans interfere with the right of Children's Mercy to discharge or discipline an employee at any time.

Your coverage from a Children's Mercy medical plan is intended to help you pay for medical expenses you incur for the care and treatment of illness or injury. That is why the plan will not pay charges for care, treatment, services or supplies that are not medically necessary as determined by the third party administrator.

If you have any questions about whether an expenses is covered by the health plan, call Member Services: Cigna, 1 (800) 851-3713, Hours: 24 hours a day, seven days a week.