

## **NOTICE REGARDING WELLNESS PROGRAM**

HBC's Wellness Program is a voluntary wellness program available to all associates covered under an HBC Medical Benefit Plan. The program is administered according to federal rules permitting employer-sponsored wellness programs that seek to improve associate 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 get a well-person annual exam with an in-network physician (family physician, internist or OB/GYN and 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).

Associates and their covered spouses who choose to participate in the wellness program will receive an incentive contribution into the Associate's HSA when both the well-person annual exam and HRA are completed. Associate and spouse will earn their Wellness Incentive separately, and HSA contributions will be based on the date each person satisfies the requirements. You and your spouse, if applicable, are not required to have a physical exam or complete the HRA, but you must do so to earn the Wellness Incentive.

Your medical information, including your answers to the HRA questions, will not be shared with HBC. The information from your HRA will be used by Cigna to provide you with general information to help you understand your current health and potential risks. 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 HBC may use aggregate information it collects to design a program based on identified health risks in the workplace, Cigna will never disclose any of your personal information either publicly or to the HBC, 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 HBC, 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 is (are) Cigna's 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 the HBC's Benefits Director at 1-646-802-7087.