NOTICE REGARDING HEM WELLNESS PROGRAM

The PEBB Health Engagement Model (HEM) program is a voluntary wellness program available to all PEBB-enrolled 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 assessment 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 are not required to complete the health assessment.

However, employees who choose to participate in the wellness program will receive an incentive of $17.50 in taxable cash in their monthly pay for participating in the HEM program. Although you are not required to complete the health assessment only employees who do so will receive the incentive. Employees who do not complete the health assessment and don't participate in the HEM program will have a $100-per person additional deductible (to a family maximum of three persons) in their health plan.

The information from your health assessment will be used to provide you with information to help you understand your current health and potential risks, and may also be used **with your permission** to offer you services through health care providers in your health plan such as care management and health coaching. 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 PEBB may use aggregate information to design a program based on identified health risks in the workplace, PEBB 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. In addition, all medical information obtained through the wellness program will be maintained separate from your personnel records, information stored electronically will be encrypted, and no information you provide as part of the wellness program will be 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 PEBB member services at 503-373-1102 or inquiries.pebb@dhsoha.state.or.us.