

NOTICE REGARDING WELLNESS PROGRAM

UCA Be Well is a voluntary wellness program available to all employees and covered spouses enrolled in the 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 UCA Be Well wellness program, you will be asked to register with Wellvibe Allostatis, LLC (Wellvibe) through which completion of all required activities will be tracked. 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. You will also be asked to complete an annual physical with a biometric screening. To complete the biometric screening activity you will need to print a biometric screening form from Wellvibe and take it with you to your appointment. Once completed, you can upload the form directly to Wellvibe Support. The biometric screening will include height, weight, waist circumference, pulse rate, blood pressure and a blood test for HDL cholesterol, triglycerides, and fasting glucose. Your biometric data will be housed confidentially and available to you through a personalized Wellvibe dashboard. In addition, you will be asked to register with Compass Professional Health Services.

The information obtained from completing the annual physical and biometric screening will be used to provide you with information to help you understand your current health and potential risks. UCA Be Well is committed to help you achieve your best health. The wellness program is designed to support your efforts in achieving and maintaining healthy lifestyle choices to prevent chronic diseases.

You are not required to complete any of the parameters previously listed, however, employees and covered spouses who choose to participate in the wellness program, and complete the parameters by 9/1/2017, will receive a discount on their monthly medical insurance premium beginning in January 2018. Employees only will also receive \$75 in Bear Bucks before the end of the 2017 calendar year.

Those who choose not to participate will incur an additional charge on their monthly health insurance premium (see chart below).

<i>Discount</i> for employee completing outlined parameters	Base Monthly Medical Insurance Premium	<i>Additional charge</i> for employee not completing outlined parameters
-\$20.00 each month	Employee Only*	+\$30.00 each month
\$75 in Bear Bucks to employee		

<i>Discount</i> for both employee AND spouse completing outlined parameters	Base Monthly Medical Insurance Premium	<i>Additional charge</i> for employee AND spouse not completing outlined parameters
-\$40.00 each month	Employee + Spouse and/or Family/Special Family*	+\$60.00 each month
\$75 in Bear Bucks to employee		

*Premiums for calendar year 2018 will be determined during health plan annual review in Fall 2017.

(over)

Additional incentives may be available for employees who log 450 minutes of physical activity within the month. Five winners will be drawn monthly from those who submit a physical activity log. Each winner will be awarded \$50.00 in Bear Bucks.

If you are unable to participate in any of the activities 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 Lindsey Green at lgreen@uca.edu.

The aggregate information from your HRA and the results from your biometric screening will be kept strictly confidential, and will be used to direct the programming initiatives UCA Be Well pursues throughout the year. While your information is confidential, we encourage you 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, the University of Central Arkansas, Compass Professional Health Services, and WellVibe Allostatix, LLC may use aggregate information they collect to design a program based on identified health risks in the workplace, the above stated entities 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 individuals who will receive your personally identifiable health information are Compass Professional Health Services and WellVibe Allostatix, LLC in order to provide you with services under the wellness program.

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 Lindsey Green at lgreen@uca.edu or Graham Gillis at ggillis@uca.edu.