

## **Notice regarding SEH's Voluntary Biometric Screening**

SEH's biometric screening is a voluntary service available to all employees on the SEH 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 biometric screening you will be asked to complete a voluntary questionnaire 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 biometric screening, which will include a blood test for 14 Chemistries/Cholesterol & components/cotinine (S) including: total cholesterol, HDL, LDL, triglyceride levels, glucose levels, cotinine, chemistry panel (BUN, creatinine, uric acid, SGOT, SGPT, alk phos, protein, albumin, total bilirubin, globulin, calcium, LDH) and GGT (liver function). The laboratory transmits results electronically to Healics. You are not required to complete the biometric screening or to participate in the blood test or other medical examinations.

Employees and spouses/domestic partners on the SEH health plan who choose to participate will receive a \$60 monthly Wellness Credit if they: Complete the biometric screening and report delivery session; achieve a score of 71 or above, or improve their score by 5 points over the previous year. Spouses/domestic partners on the health plan must meet the same qualifications in order for the employee to receive the Wellness Credit.

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 Healics directly at 1-800-432-5427.

The information from your biometric screening and the results from your biometric screening 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 rewards through the Wellness program, such as a \$60 monthly Wellness Credit. 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 Healics and SEH may use aggregate information it collects to design a program based on identified health risks in the workplace, Healics will never disclose any of your personal health information either publicly or to SEH. Your name as a participant, your participation status in the program, and certain other limited health information (i.e., nicotine results and scores) may be disclosed to SEH for the purposes of administering the biometric screening. All other health information resulting from the biometric screening will be held confidentially and not shared with SEH except as expressly permitted by law. Medical information that personally identifies you that is provided in connection with the biometric screening 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 biometric screening, and you will not be asked or required to waive the confidentiality of your health information as a condition of participating in the biometric screening or receiving an incentive. Anyone who receives your information for purposes of providing you services as part of the biometric screening will abide by the same confidentiality requirements. The only individuals who may receive your personally identifiable health information are companies engaged by SEH and the biometric screening for purposes of administering the bonus or incentive related to the program and/or providing you with follow-up coaching, counseling or related services under the biometric screening (including nurses, health coaches, health advisors, disease management vendors).

In addition, all medical information obtained through the biometric screening will be maintained separate from your personnel records, information stored electronically will be encrypted, and no information you provide as part of the biometric screening will be used in making any employment decision. Appropriate precautions will be taken to avoid any data breach. In the event a data breach occurs involving information you provide in connection with the biometric screening, you will be notified.

You may not be discriminated against in employment because of the medical information you provide as part of participating in the biometric screening, 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 Caytla Eckert at 651.414.5187 or [ceckert@sehinc.com](mailto:ceckert@sehinc.com).