

Notice Regarding Employee Wellness Programs

Overview

Appalachian Regional Healthcare System's (ARHS) Love Your Life program is a voluntary, outcomes-based wellness program available to 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.

Eligibility

Primary covered employees on the ARHS health plan are eligible to enroll in Love Your Life with a biometric health screening and earn program incentives. Secondary covered on the health plan as well as employees who are not enrolled on the ARHS health plan may participate in other ARHS Employee Wellness offerings such as fitness programs, weight management, tobacco cessation, etc.

Enrollment Information and Incentives

Members of the ARHS health plan who choose to enroll in Love Your Life will complete an online Health Risk Assessment and a biometric health screening. The biometric screening will include measurement of height, weight, Body Mass Index (BMI), waist circumference, body fat percentage, resting blood pressure, and a fasting venipuncture blood draw. The lab test includes lipid panel, complete metabolic panel, complete blood count, and an optional prostate-specific antigen test for men between the ages of 50-69 (with consent). An A1C will be added to the lab test at no extra charge for any employees' whose fasting blood glucose is above 100 mg/dL.

During enrollment, the voluntary health risk assessment or "HRA" asks a series of questions about health-related activities and behaviors and whether the employee has or has had certain medical conditions (e.g., cancer, diabetes, or heart disease). The information from the HRA and the results from the biometric screening will be used to provide the employee with information to help understand current health and potential risks, and may also be used to offer services through the wellness program, such as health coaching, weight management programs, and other health improvement strategies. Employees are encouraged to share enrollment results or any other health concerns with your own healthcare provider.

Employees are not required to complete the annual HRA or to participate in the biometric screening. However, only those who choose to voluntarily participate in the wellness program and who enroll by the communicated deadline will qualify for incentives. Incentives include a health plan premium discount worth \$50.00 (savings up to \$1,200 annually) and up to \$400.00 in additional incentives called Wellness Credits.

Wellness Credits as well as t-shirt and other prize drawings may be available for employees who participate in certain health-related activities such as enrollment into Love Your Life, regularly logging exercise, and logging of preventive exams through our partner, Bravo. Wellness Credits are provided quarterly based on the number of points earned at Bravo within that quarter. These rewards can be allocated towards Health Savings Account deposit, Wellness Center/YMCA of Avery County services, or merchandise from a variety of local/online retailers.

Reasonable Alternatives

If you are unable to participate in any of the health-related activities or achieve any of the 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 Employee Wellness or our program administrator, Bravo Wellness, LLC.

Protections from Disclosure of Medical Information

We are required by law to maintain the privacy and security of your personal, protected health information (PHI). Although the ARHS Employee Wellness Program and our program's partner, Bravo Wellness LLC, may use aggregate information it collects to design a program based on identified health risks in the workplace, Employee Wellness/Bravo 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 or eligibility for health insurance.

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 order to provide you with services under the Wellness Program, the only individual(s) who will receive your PHI is (are) designees at ARHS Employee Wellness (including ARHS Wellness Medical Director) and Bravo Wellness. For premium discount purposes only, Employee Wellness will provide ARHS Human Resources with names and employee ID of those who are eligible to receive the discount. No individual health information or outcomes will be provided to Human Resources. 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 Leslie Roberts, Employee Wellness Manager at 828-268-9447 or lroberts@apprhs.org.

For complete program rules and more information, visit www.lyl.apprhs.org.

To contact Bravo call 877-662-7286 or email support@bravowell.com.