

NOTICE REGARDING WELLNESS PROGRAM

The **Orange County Sheriff's Office Motivate Me Wellness Credit Program** is a voluntary wellness program available to all employees, retirees and covered spouses on the OCSO medical plan. The program is administered according to federal rules permitting employer-sponsored wellness programs that seek to improve 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 have your annual wellness exam with your primary care physician, complete a biometric screening, which will include a blood test for total cholesterol, HDL and LDL cholesterol, glucose, and triglycerides and complete the voluntary Cigna health assessment or "HA" 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 have the annual physical with your personal primary care physician, or to participate in the biometric screening or to complete the Health Assessment. However, those who choose to participate in the wellness program will receive an incentive of **premium credit for completing the annual wellness exam, the biometric screening and Health Assessment**. Although you are not required to complete the wellness exam, the biometric screening and the HA, only those who do so will receive the premium credit for plan year 2024-2025.

The information from your annual preventive exam, the results from your biometric screening and your HA results 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 services through the wellness program, such as additional health coaching and disease management.

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 the Orange County Sheriff's Office may use aggregate information it collects to design a program based on identified health risks in the workplace, the **OCSO Motivate Me Wellness Credit Program** 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 designated Cigna personnel and physicians, 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 Director of Employee Services Georgene Rye or Human Resources Director Major Reginald O. Hosey at 407-254-7400.