

NOTICE REGARDING WELLNESS PROGRAM

The Wright State University (WSU) Health Management Initiative (HMI) is a voluntary wellness program available to all employees enrolled in a WSU medical plan (as the main subscriber). 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 risk assessment or "HRA" 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). In addition, you will also be asked to complete a biometric screening, which will include a blood chemistry profile and complete blood count (27 individual test including cholesterol, A1C, and glucose). Furthermore, you will be asked to share your biometric screening with your chosen medical provider and have the provider complete an Annual Physical Verification to be submitted to our vendor, Healthworks. You are not required to complete the HRA, participate in the blood test or to share results with a medical provider.

However, employees who choose not to participate in the wellness program will be assessed a \$150 fee beginning January 1, 2026, if all requirements are not met between November 1, 2024 and August 31, 2025. The non-participation fee applies to employees enrolled in a Wright State medical plan (as the subscriber) who do not participate in the HMI.

All employees new to Wright State's medical coverage during 2025, as the subscriber, will be required to declare their tobacco usage by completing an affidavit. This includes employees electing coverage during open enrollment, new hire enrollments, and employees who previously waived coverage, but are enrolling due to experiencing a qualifying event. Current employees who previously completed an affidavit, may be asked periodically to provide an updated tobacco usage status. A \$50 monthly (pre-tax) tobacco surcharge will be assessed to employees who declare tobacco usage. Employees must submit a new affidavit if their tobacco usage status changes. The change in fee will be effective immediately following the affidavit submission.

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 Wright State University Human Resources.

The information from your HRA and the results from your biometric screening will be useful in providing you with information to help you understand your current health and potential risks. 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 Wright State University may use aggregate information it collects to design a program based on identified health risks in the workplace, Wright State University Health Management Initiative 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. In order to provide consulting and data aggregation services to the wellness program and health plan, your health information may be shared with the plan's health insurance consultant or other outside vendor. Anyone who receives your information 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 Wright State University Human Resources at (937-775-2120) or HR-Benefits@wright.edu.

