

Notice Regarding Wellness Program

The LiveWell Program is a voluntary wellness program available to all employees. The LiveWell 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. As described above in this document, if you choose to participate in the LiveWell Program you may be asked to complete a voluntary health screening assessment 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 conditions such as high blood pressure, high cholesterol, or diabetes.

Although you are not required to complete the health screening assessment or participate in the biometric screening or other medical examinations, only employees who do so will be eligible to receive the incentives described in the section titled "Redemption of LiveWell Points."

The information from your health screening assessment 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 services through the LiveWell Program, such as the Wellness Consultation and the Follow-Up Health Coaching Meeting. You also are encouraged to share your results or concerns with your own doctor.

Protections from Disclosure of Medical Information

The LiveWell Program is required by law to maintain the privacy and security of your personally identifiable health information. Although the LiveWell Program and WKKF may use aggregate information it collects to design a program based on identified health risks in the workplace, the LiveWell Program will never disclose any of your personal information either publicly or to WKKF, except as necessary to respond to a request from you for a reasonable accommodation needed to participate in the LiveWell Program, or as expressly permitted by law. Medical information that personally identifies you that is provided in connection with the LiveWell 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 LiveWell Program, and you will not be asked or required to waive the confidentiality of your health information as a condition of participating in the LiveWell Program or receiving an incentive. Anyone who receives your information for purposes of providing you services as part of the LiveWell Program will abide by the same confidentiality requirements. The only individual(s) who will receive your personally identifiable health information are members of the Wellness Team within The McCahill Group.

In addition, all medical information obtained through the LiveWell Program will be maintained separate from your personnel records, information stored electronically will be encrypted, and no information you provide as part of the LiveWell 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 LiveWell 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 LiveWell 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 the WKKF Wellness Team at wellness@wkkf.org or at 269-969-2130.