2026-27 NOTICE REGARDING WELLNESS PROGRAM

The wellness program provided by CEBCO (County Employee Benefit Consortium of Ohio) in partnership with our contracted wellness vendor, is a voluntary program available to all employees and spouses enrolled in the CEBCO medical plan. The program is administered according to federal rules permitting plan-sponsored wellness programs that seek to maintain/improve personal health and prevent disease. The program is compliant with the Americans with Disabilities Act of 1990, the Genetic Information Nondiscrimination Act of 2008, and the Health Insurance Portability and Accountability Act (HIPAA), as applicable, among others. If you and/or your spouse choose to participate in the wellness program, you/your spouse will be asked to complete a voluntary health risk assessment or "HRA" that asks a series of questions about your health-related behaviors and whether you have or had certain medical conditions (e.g., cancer, diabetes, or heart disease). You may also be asked to complete your annual wellness preventive exam with your primary care provider, recommended vaccinations, and a number of screenings and/or lab tests as applicable to you based on your age, gender and risk level, such as a lipids test, A1C test, or a prostate, skin cancer, colorectal cancer, or breast cancer screening.

Should you/your spouse choose to participate, the information from your HRA will be used to provide you with information to help you understand your current health status and any potential risks. It may also be used to offer you additional services available through the wellness program, such as health coaching. You are highly encouraged to share your screening results or any health concerns with your primary care physician.

PROTECTIONS FROM DISCLOSURE OF MEDICAL INFORMATION

CEBCO's contracted wellness vendor is required by law to maintain the privacy and security of your personal health information. Although CEBCO and your employer may use aggregate information collected to design a program based on identified health risks in the population, your personal information is never disclosed either publicly, to your plan sponsor (CEBCO), or to your employer. Any medical information 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 when required by law. 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 individual(s) who will receive your personal health information are nurses and/or health coaches staffed with CEBCO's wellness vendor in order to provide you with services under the wellness program. 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, you will be notified 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.