

NOTICE REGARDING WELLNESS PROGRAM

Wellness initiatives at North East ISD (NEISD) are voluntary wellness programs available to all employees. All programs are 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 our NEISD wellness program(s) you will not be required to complete an HRA or participate in blood tests or other medical examinations.

However, employees who choose to participate in our NEISD wellness program (s) may receive a reward incentive. Although you are not required to complete a HRA or participate in a biometric screening, only employees who do so may receive a reward incentive. Additional incentives may be available for employees who participate in certain health-related activities. 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 in order to receive the benefits of the NEISD's wellness program. You may request a reasonable accommodation or an alternative standard by contacting The Wellness Team at 210-407-0187.

The information from your HRA 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 our NEISD wellness program(s). You also are encouraged to share your results or concerns with your own doctor. Participants in our NEISD wellness program do so at their own risk.

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(s) and NEISD may use aggregate information it collects to design a program based on identified health risks in the workplace, the wellness initiatives through NEISD will never disclose any of your personal information either publicly or to your supervisor, except as necessary to respond to a request from you for a reasonable accommodation needed to participate in our NEISD wellness program(s), or as expressly permitted by law. Medical information that personally identifies you that is provided in connection with our NEISD wellness program(s) 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 our NEISD wellness program(s), and you will not be asked or required to waive the confidentiality of your health information as a condition of participating in our NEISD wellness program(s) or receiving an incentive. Anyone who receives your information for purposes of providing you services as part of our NEISD wellness program(s) will abide by the same confidentiality requirements. The only individual(s) who will receive your personally identifiable health information is authorized representatives employed by BCBS of Texas in order to provide you with services under our NEISD wellness program(s).

In addition, all medical information obtained through our NEISD wellness program(s) will be maintained separate from your personnel records, while any information stored electronically will be encrypted, and no information you provide as part of our NEISD wellness program(s) 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 our NEISD wellness program(s), 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 our NEISD wellness program(s), 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 Wellness Team at (210)-407-0187.

Reasonable Alternatives

Your health plan is committed to helping you achieve your best health. Rewards for participating in our NEISD wellness program(s) are available to all eligible employees. If you think you might be unable to meet a standard for a reward under the NEISD wellness program(s), you might qualify for an opportunity to earn the same reward by different means. Contact the Wellness Team at (210) 407-0187 or e-mail wellness@neisd.net and we will work with you (and if you wish, with your doctor) to find a wellness program with the same reward that is right for you in light of your health status.

If you have questions or concerns regarding this notice, or about protections against discrimination and retaliation, please contact The Wellness Team at (210) 407-0187.