



Huron-Erie School Employee Insurance Association

NOTICE REGARDING WELLNESS INCENTIVE

Your school district, which is a member of Huron-Erie School Employee Insurance Association (“HESE”), makes a wellness incentive available to all employees enrolled, through your school district, in the HESE Health Benefit Plan who complete a voluntary health risk assessment (“HRA”) and a voluntary biometric screening. The incentive is offered in accordance with 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 (“HIPAA”), as applicable, among others. If you choose to complete the HRA, you will be asked 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). If you choose to participate in the biometric screening, it will include a blood test for high cholesterol and diabetes. You are not required to complete the HRA or to participate in the blood test or other examinations.

However, employees who choose to complete the HRA AND to participate in the biometric screening, and who do so by November 1st of each year, will receive a specified reduction in the deductible applicable to their health insurance coverage. Although you are not required to complete the HRA or participate in the biometric screening, only employees who do so will receive the reduction in the deductible applicable to their health insurance coverage. 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 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 your school district’s benefits office.

The information supplied by you in completing the 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. You are also encouraged to share your results or concerns with your own doctor.

Protections from Disclosure of Medical Information/No Receipt of Personally Identifiable Health Information

Your school district is required by law to maintain the privacy and security of your personally identifiable health information. Although your school district may use aggregate information it collects to design a program based on identified health risks in the workplace, your school district WILL NOT be receiving from any third party administering the HRA or the biometric screening any personally identifiable health information from your HRA or your biometric screening. Such third parties are required to protect your personally identifiable health information in accordance with HIPAA.

You may not be discriminated against in employment because you choose not to complete the HRA or the biometric screening, 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 your school district’s benefits office.