



The Marquette University wellness program is a voluntary wellness program available to all employees. 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). You will also be asked to complete a biometric screening, which will include a blood test for cholesterol, blood pressure, glucose, triglycerides and nicotine. You are not required to complete the HRA or to participate in the blood test or other medical examinations.

However, employees who choose to participate in the wellness program will receive an incentive for completing both parts of the program (the assessment and biometric screening). For CPHP plan participants, the incentive is a Flexible Spending Account (FSA) contribution of \$125 for Single coverage or \$250 for non-Single (Employee + 1 or Family) coverage. For AHDHP and EHDHP plan participants, the incentive is a Health Savings Account (HSA) contribution of \$250 for Single coverage or \$500 for non-Single coverage. Although completion of the assessment or participation in the biometric screening is not required, only employees (and their covered spouses, as applicable) who do so will receive the incentive.

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 (with others' results, in aggregate) to offer you services through the wellness program, such as fitness activities and classes, nutrition and weight management, stress management and tobacco cessation. You also are encouraged to share your results or concerns with your own provider.

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 Marquette University may use aggregate information it collects to design a program based on identified health risks in the workplace, the Marquette University wellness program 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. 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 personally identifiable health information is Preventure, in order to provide you with services under the wellness program. Preventure is the organization Marquette has chosen to administer its wellness program going forward.

In addition, all medical information obtained through the wellness program will be maintained separate from your personnel records, information stored electronically will be secured, 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.

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 the Marquette University Human Resources Department at (414) 288-7305.