

Notice Regarding the TeamstersCare Wellness Program at www.ahealthyme.com

We're providing this information because there are wellness program notice requirements.

The TeamstersCare Wellness Program is offered in conjunction with Blue Cross Blue Shield of MA (BCBSMA) through www.ahealthyme.com. It's a voluntary wellness program available to all members and spouses who have TeamstersCare BCBSMA medical coverage.

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 may 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're not required to complete the HRA; however, you'll receive an incentive of a FitBit Alta HR or points to redeem for gift cards for completing it, and only those who complete the HRA will receive an incentive.

By logging into ahealthyme.com and agreeing to Blue Cross Blue Shield of Massachusetts terms of use through your electronic signature, you are providing your written, voluntary consent to participation in the TeamstersCare Wellness Program as described herein. The information from your HRA will be used to provide you with information to help you understand your current health and potential risks. You're also encouraged to share your results or concerns with your own doctor. The information from your HRA may be de-identified and aggregated with that of other plan participants in order to provide aggregate information to assist TeamstersCare Wellness Program administrators with designing a program based on identified risks.

Additional incentives of up to \$50 in gift cards may be available for those who participate in certain health-related activities, such as a physical activity challenge or tracking steps. If you're 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 Mark Staniul, TeamstersCare Wellness, at 1-800-851-8326.

Protections from Disclosure of Medical Information

We're required by law to maintain the privacy and security of your personally identifiable health information. Although the TeamstersCare Wellness Program may use aggregate information it collects to design a program based on identified health risks, TeamstersCare will never disclose any of your personal information either publicly or to any 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 employer 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. In addition, Blue Cross Blue Shield of Massachusetts maintains privacy policies which will provide you with further information about the protection, use and disclosure of medical information collected.

All medical information obtained through the wellness program will be stored electronically and encrypted. Appropriate precautions will be taken to avoid any data breach, and in the event a reportable data breach occurs involving information you provide in connection with the wellness program, you will be notified of the breach and steps taken to mitigate it. 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 Mark Staniul at 1-800-851-8326.