

A HEALTHIER ➤ YOU

Employee Wellness Program

For more information, visit
ARcare.net/AHealthierYou

Questions about scheduling:
Breanna Walker
501.501.2226
breanna.walker@arcare.net

Questions about notice:
Dave Ferguson
david.ferguson@arcare.net
870.558.6715

**“Health For All
begins with
A Healthier You”**

NOTICE REGARDING WELLNESS PROGRAM

ARcare “A HEALTHIER YOU” is a voluntary wellness program available to all employees who are covered by the ARcare Health Plan in 2025.

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 “A HEALTHIER YOU” wellness program you will be asked to complete a voluntary physical exam at an ARcare Medical Clinic (including KentuckyCare and MississippiCare locations), and a medical questionnaire for such office visit 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 at this visit, which will include, but may not be limited to, blood tests for diabetes, blood counts, thyroid function, hepatitis, and cholesterol.

You are not required to complete the office visit or to participate in the blood test or other medical examinations. However, eligible employees who choose to participate in the wellness program will receive a \$50 bonus to their paycheck within 60 days for completing the office exam (including the biometric screening). Although you are not required to complete the exam or medical questionnaire or participate in the biometric screening, only employees who do so will receive the bonus.

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In order to participate, you will need to complete your office exam with an ARcare/KentuckyCare/MississippiCare Medical Clinic by June 30, 2025, and identify yourself as an employee currently covered by the ARcare Health Plan. You may complete this exam during ARcare work hours. Once your exam is scheduled, you will receive a link (via secure e-mail) by which you may complete the medical questionnaire prior to the office visit. If you have any questions about completing the medical questionnaire or scheduling the visit, please call Breanna Walker at 501.501.2226.

The information from your office exam 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 the wellness program, such as case management, closing gaps in care, and/or chronic disease management services. You also are encouraged to share your results or concerns with your own doctor.

Employee spouses covered by the ARcare Health Plan may also voluntarily participate in the wellness program by completing a physical exam and biometric screening at an ARcare/KentuckyCare/MississippiCare Medical Clinic. Covered spouses who participate in the wellness program will not be eligible for the wellness incentive.

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 the ARcare Health Plan may use aggregate information it collects to design a program based on identified health risks in the

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workplace, the ARcare "A HEALTHIER YOU" wellness program and the ARcare Health Plan will never disclose any of your personal information either publicly or to the employer, except 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 individuals who will receive your personally identifiable health information are necessary ARcare (in its capacity as medical provider) and BlueAdvantage Administrators' staff, as necessary to facilitate the availability of other programs and services and to process claims under the Plan. Please be aware that you may be contacted by such medical staff following your exam, in order to make you aware of your results and offer additional medical resources that may be of interest to you and which are strictly voluntary.

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

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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 Dave Ferguson at david.ferguson@arcare.net.

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