

NOTICE REGARDING WELLNESS PROGRAM

Cascade Designs Wellness Program is a voluntary wellness program available to all employees enrolled in one of our medical plans. 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 assessment questionnaire 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 and glucose levels. You are not required to complete the health assessment questionnaire or the biometric screening. Employees who choose to participate in these activities, however, will receive discounts on their medical premiums as follows:

Employee group	Wellness program requirements	Incentive for the 2021 plan year
Hired prior to August 1, 2020	Complete a biometric screening and the RGA health assessment questionnaire through the Wellness Hub by October 7, 2020	\$20 discount on the monthly medical premium
Hired on or after August 1, 2020	Complete the RGA health assessment questionnaire online through the Wellness Hub within 90 days of your benefit eligibility date	\$20 discount on the monthly medical premium

The information from your health risk assessment and the results of 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 coaching and online resources with RGA's Wellness Hub. You also are encouraged to share your results or concerns with your own doctor.

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 Cascade Designs may use aggregate information it collects to design a program based on identified health risks in the workplace, Cascade Designs' 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 individuals who will receive your personally identifiable health information are RGA medical directors, pharmacists, registered nurses, and health coaches in order to provide you with services under the wellness program.

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.

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 Vivian Gould at (206) 676-1439 or vivian.gould@cascadedesigns.com.

