

NOTICE REGARDING WELLNESS PROGRAM

Your health plan is committed to helping you achieve your best health. Rewards for participating in a wellness program are available to all employees. If you think you might be unable to meet a standard for a reward under this wellness program, you might qualify for an opportunity to earn the same reward by different means. Contact us at (801) 951-7000 and we will work with you (and, if you wish, with your doctor) to find a wellness program with the same reward that is right for you in light of your health status.

Orriant 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 biometric assessment within 30 days of your insurance eligibility date. Complete the following to sign up for the wellness program:

Option A: You can schedule a biometric assessment at our main office by calling Orriant at 888-346-0990 or chatting live with an agent at www.myorriant.com. Please arrive to your assessment hydrated.

Option B: Visit a certified health professional to complete an "independent assessment form" (see attached). A downloadable version is available in your wellness portal under the assessment tab. Send the completed independent assessment form to Orriant within 30 days of your insurance eligibility date. You may fax, e-mail, or mail the form to Orriant. Contact Orriant at info@orriant.com or 888-346-0990 with any questions.

Option C: Schedule and attend your biometric screening through LABCORP. Refer to carrier materials for directions.

Health Standard Check: For those whose Orriant Health Assessment scores *do not meet* the established Health Standard *and* have not previously worked with an Orriant Health Coach, the following additional enrollment requirements include*:

- At your assessment, you will be scheduled for an Orriant Health Plan - an initial phone conversation with your coach. This must be completed within 30 days of your insurance eligibility date.
- Compliance will be based on action plans created between the coach and the participant.
- You and your coach will schedule for follow-up contact.

*We welcome and will accommodate your doctor's input to develop goals.

Continued Participation: Participants who met the Health Standard must complete a least 30 points of qualified health promotion activity per quarter. These activities include online wellness activities, participating in a challenge, and other activities to engage you in your own health and wellness.

Participants who did not meet the Health Standard can choose to perform the following participation requirements to maintain enrollment:

- Work with a coach to identify areas of wellness important to the participant to address long term goals.
- Develop a personalized plan with a coach in which the participant will complete to maintain compliance.
- Maintain ongoing contact with an assigned coach at a frequency determined between the participant and the coach.

Please see page 3 of the Benefit Guide for Health Standard or Contact Orriant at 888-346-0990 or (801) 266-0990

Employees who choose to participate in the wellness program will receive an incentive of discounted monthly medical premiums for completing a biometric assessment and depending on your score, meeting the above noted requirements – and also completing the Orriant snapshot within 30 days of your insurance eligibility date. Although you are not required to participate, only employees who do so will receive the discounted monthly premiums.

If you are unable to participate in any of the health-related activities or achieve any of the health outcomes 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 Jared Morgan at (801) 951-7000.

The information 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. 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 Orriant may use aggregate information it collects to design a program based on identified health risks in the workplace, Orriant 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 (are) a registered nurse, doctor, health coach, etc. 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 Jared Morgan at (801) 951-7000.