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## Notice Regarding Employee Wellness Program

Jackson County's Well @ Work Program is a voluntary wellness program available to all permanent 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 offered, participants may complete a voluntary health risk assessment or "HRA" (Wellness Opportunity) that asks a series of questions about health-related activities and behaviors. Participants may also be asked to complete a biometric screening, which may include a finger prick blood test for glucose and cholesterol. Participants 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 of one point for completing a Wellness Opportunity. Although a participant is not required to complete an HRA or participate in the biometric screening if it is offered, only employees who do so will receive the Wellness Opportunity point.

Additional incentives of up to one point per Wellness Opportunity may be available for participants in certain health-related activities. If a participant is unable to complete a health-related activity required to earn an incentive, a reasonable accommodation or an alternative standard may be provided if available. Please contact Human Resources at 828-631-2212 to request a reasonable accommodation or an alternative standard. If an HRA and/or biometric screening should be offered, the information and results will be provided to the participant to help to understand their current health and potential risks. Participants also are encouraged to share results or concerns with their health care provider.