

NOTICE REGARDING WELLNESS PROGRAM

Inspiring Balance 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 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 will also be asked to complete a biometric screening, which will include your height, weight, waist circumference, cleared for exercise, BMI, and a blood test for cholesterol, blood pressure, glucose, Triglycerides, sodium, potassium, chloride, carbon dioxide, blood urea nitrogen, creatinine, BUN/creatinine ratio, calcium, phosphorus, Magnesium, aspartate aminotransferase enzyme, alanine aminotransferase enzyme, gamma glutamyl transferase enzyme, bilirubin total, alkaline phosphatase serum, lactate dehydrogenase enzyme, albumin serum, protein serum, globulin total, prostate specific antigen serum, iron serum, uric acid serum. You are not required to complete the HRA or to participate in the blood test or other medical examinations.

The information from your HRA 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 such as voluntary District sponsored wellness programs as well as voluntary programs available via your Blue KC member portal. You also are encouraged to share your results or concerns with your own doctor.