



# Notice regarding the Allianz wellness program

The Allianz wellness program is voluntary and 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 may earn an incentive of up to \$300 HSA contributions or 300 recognition points (or \$300 taxable cash\* contribution)<sup>1</sup> ("Potential Incentive") by participating in certain health-related activities, including getting a preventive screening, taking online health courses, or participating in online activities and well-being challenges, among others. If you are unable to participate in any of the health-related activities for which you may 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 Limeade at [support@limeade.com](mailto:support@limeade.com). If your spouse or domestic partner is enrolled in the Allianz Employees Medical Plan, they also have an opportunity to participate in the wellness program and you can earn a separate Potential Incentive based on their participation in the wellness program.

The information you provide in an online well-being assessment and in connection with the other health-related activities will be used to provide you with information to help you understand your current health and potential risks, and it may also be used to offer you services through the wellness program, such as recommended online health-related activities. You also are encouraged to share your results or concerns with your own doctor.

## **Protections from Disclosure of Medical Information**

You are not required to complete an online well-being assessment, but if you choose to do so, you authorize the results to be sent to Limeade, the Allianz wellness program provider. We are required by law to maintain the privacy and security of your personally identifiable health information. Although the wellness program and Allianz may use aggregate information collected to design a program based on identified health risks in the workplace, the wellness program and Limeade will never disclose any of your personal information either publicly or to Allianz, 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. Any 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.

In addition, any medical information obtained through the wellness program will be maintained separately 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 any 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 email **HR4U@allianzlife.com** or call **888-899-6844**.

<sup>1</sup> Note: if you earn this full reward amount and subsequently earn enough points to reach Level 4, you will be entered into a drawing to potentially earn an additional 500 recognition points or \$500 taxable cash\* contribution.

\*Rewards provided in the form of a taxable cash contribution are offered only in connection with the participation of certain employees of Allianz Global Investors/Allianz Capital Partners (and their spouse or domestic partner, if applicable).

This document includes a summary of your company benefits. It does not replace or alter the official documents that govern the terms and operation of company benefit plans, programs, policies, and procedures. If the information in this document is different from the official documents, the official documents always govern. Allianz reserves the right to modify, amend, suspend, or terminate the plans at any time, and the benefits provided by the plans are not "vested" benefits.