

Genetic Information Nondiscrimination Act (“GINA”) Authorization

Before you participate in UnitedHealthcare Rewards and use the application and/or website (“UnitedHealthcare Rewards Program”), we would like to provide you with some information about the health information we may ask for from you, how and why we use it, and how we protect it. You are not required to participate. Participation is completely voluntary. However, if you choose to participate, you may receive incentives and/or information on services to help you manage your health. If you choose not to participate, you may not receive program incentives, if any, offered by your health plan for participation.

What information do we obtain?

- The UnitedHealthcare Rewards Program will ask you to track your sleep data, and heart rate data.
- The UnitedHealthcare Rewards Program will also ask you to complete a health risk assessment (“HRA”) and a biometric screening.
- The HRA asks questions about your health status and conditions, health-related activities and behaviors.
- The biometric screening may measure one or more of the following, depending on the screening services: Total Cholesterol (TC), Low Density Lipoprotein (LDL), High Density Lipoprotein (HDL), TC/HDL Ratio, Blood Glucose, Triglycerides, BMI (based on measured height and weight), nicotine (self-reported tobacco attestation and tobacco use/ nicotine testing to validate use of tobacco), hemoglobin A1C, PSA, waist to hip, derma scan, flexibility, strength, vision, hearing, fecal occult blood screening, cardiovascular, bone density, blood pressure, Air flu and lung volume, measured waist.

How do we use your information?

- Your sleep data, heart rate data, and information from the HRA and/or biometric screening may be used to provide you with information on programs to help you manage your health including wellness coaching services or condition management services.
- The information may also be used to provide you incentives for reaching program goals and addressing program questions.

How do we share and protect your information?

- The health information you give us as part of the UnitedHealthcare Rewards Program is generally not shared with your employer (or your spouse’s employer, if you get your health benefits through their employer’s plan), although we may share certain information (e.g., the amount of incentives earned), as necessary where your or your spouse’s employer or their designated third-party vendor is administering incentive awards. We only share information with our vendors and subcontractors in accordance with applicable laws, including HIPAA, as necessary to administer your wellness and condition management programs or health plan, and anyone who receives information from us for purposes of providing you services is required to abide by the same confidentiality requirements.
- We take reasonable precautions to protect data and to avoid data breaches, including maintaining physical, technical, and administrative safeguards. Such safeguards may include, for example, firewalls, encryption, identity management, and intrusion prevention/detection to prevent improper access, use, and disclosure of your data in our networks. In the event of a data breach involving information, you provide in connection with the wellness program, we will notify you within the time periods required by applicable laws, including HIPAA.

Please confirm you agree to the following:

- I affirm that I have read and understood this authorization;
- I intend to sign this authorization electronically;
- I understand that participation in the UnitedHealthcare Rewards Program noted above is completely voluntary; and
- I agree that if I choose to participate in the UnitedHealthcare Rewards Program noted above, I authorize the collection and use of my data as described in this authorization.

Last Updated: December 6, 2023