

## Wellness Program Disclosure (DOL language updated)

Your health plan is committed to helping you achieve your best health. Rewards for participating in a wellness program are available to all employees. Any wellness program related to financial incentives offered under the Plan must comply with the requirements and limitations of HIPAA, the ACA, GINA, ADA, ERISA and related guidance. For example, where a wellness program subject to HIPAA is offered under the Plan, a reward may be offered based on certain standards of achievement. 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 the City of Riverside – Benefits Division at 951-826-5639 to discuss reasonable alternative standards 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.