WELLNESS & HIPAA

NOTICE REGARDING **WELLNESS PROGRAM**

The AutoNation MSRP Biometric Screening Program is a voluntary wellness program available to all employees and their covered spouses who are eligible to enroll in the AutoNation Medical Benefits Plan.

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 or your spouse chooses to participate in the wellness program, you and/or your spouse will be asked to complete a biometric screening, which will measure your height and weight as well as your and/or your spouse's blood pressure. The screening also includes a blood test that tests for HDL cholesterol, triglycerides and glucose. Spouses will also be screened for cotinine, which measures nicotine levels in the blood. You will be asked a tobacco use question during your online enrollment. Once you (and your covered spouse) complete the screening, you can choose to call the MSRP Health Advisor, who will discuss your screening results with you. You (and your covered spouse) are not required to participate in the program.

The employee will receive:

- $1,000 off the employee portion of the annual medical premium for completing and passing the biometric screening (or completing the alternative requirement).
- $1,000 off the employee portion of the annual medical premium if they answer they are a non-tobacco user (or are a tobacco user) and complete the alternative requirement.

Spouses will receive an incentive of:

- $750 off the spouse portion of the annual medical premium for completing and passing the biometric screening (or completing the alternative requirement).
- $750 off the spouse portion of the annual medical premium if they pass the cotinine screening (or are a tobacco user and complete the alternative requirement).

WELLNESS & HIPAA

Although you are not required to participate in the AutoNation MSRP Biometric Screening program, only employees and spouses who do so will be eligible to receive the credits.

The results from your biometric screening will be used to provide you with information to help you understand your potential health risks, and may also be used to offer you services through the wellness program, such as access to online wellness courses (i.e. nutrition, exercise, etc.) and health coaches. You also are encouraged to share your results or concerns with your own doctor.

PROTECTIONS FROM DISCLOSURE OF MEDICAL INFORMATION

AutoNation is required by law to maintain the privacy and security of your personally identifiable health information. Although the wellness program and AutoNation, Inc. may use aggregate information it collects to design a program based on identified health risks in the workplace, the MSRP Biometric Screening Program will never disclose any of your personal information either publicly or to AutoNation, 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. 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. The only individual(s) who will receive your personally identifiable health information are certain contracted third parties including, but not limited to, insurance carriers and AutoNation Benefit Plan consultants in order to provide you with services under the wellness program.

In addition, all medical information obtained through the wellness program will be maintained separate 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, you will be notified immediately.

You may not be discriminated against in employment because of the 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 complete a Benefit Inquiry and HIPAA form, which can be found on KnowYourBenefits.org under the Benefits Information section.