

NOTICE REGARDING THE WELLNESS PROGRAM

The *Healthy Steps Wellness* program is a voluntary wellness program available to all employees and/or spouses/domestic partners enrolled in a Kindred medical plan. If you choose to participate in the wellness program you may qualify to earn medical plan premium discounts and other incentives for completing healthy activities. The *Healthy Steps Wellness* 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 *Healthy Steps Wellness* program you will be asked to complete a voluntary Well-Being Assessment or "WBA" 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 Health Screening which measures your body mass index (BMI), blood pressure and includes a blood test to measure your cholesterol and blood glucose (blood sugar) levels to help you identify potential health risks. You and your spouse/domestic partner are not required to complete the WBA or to participate in the Health Screening or other medical examinations.

For every activity completed, such as completing the WBA or getting a Health Screening, employees and spouses/domestic partners earn medical plan premium discounts and/or points. Points are cumulative, and when an employee and spouse/domestic partner earns points and completes program levels, medical plan premium discounts and/or prizes are earned.

Medical Effective as of 1/1/17 (applies to employees and covered spouses/partners)

| Level 1: Complete WBA 10/31/16 - 12/5/16 | Level 2: Complete Health Screening 1/1/17 - 1/31/17 | Level 3: Earn 2,200 points by 7/14/17 | Level 4: Earn 3,500 points by 10/10/17 |
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| Incentive: <ul style="list-style-type: none"> • Healthy Rewards Rate January – February 2017 at a rate of \$75 or \$150 per month depending on coverage level | Incentive: <ul style="list-style-type: none"> • Healthy Rewards Rate March – July 2017 at a rate of \$75 or \$150 per month depending on coverage level • Earn 1,000 points for completing the Health Screening and up to an additional 1,000 points based on the results of the Health Screening | Incentive: <ul style="list-style-type: none"> • Healthy Rewards Rate August – December 2017 at a rate of \$75 or \$150 per month depending on coverage level | Incentive: <ul style="list-style-type: none"> • Win prizes |

Medical Effective 1/2/17 – 5/31/17 (applies to employees and covered spouses/partners)

| Level 1: Complete WBA and Health Screening by 6/30/17 | Level 2: Earn 3,500 points by 10/10/17 |
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| Incentive: <ul style="list-style-type: none"> • Healthy Rewards Rate August – December 2017 at a rate of \$75 or \$150 per month depending on coverage level | Incentive: <ul style="list-style-type: none"> • Win prizes |

Although you are not required to complete the WBA or participate in the Health Screening, only employees and spouses/domestic partners who do so will earn medical plan premium discounts. If you are unable to participate in any of the health-related activities or achieve any of the health outcomes required to 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 completing wellness activities or by contacting a Limeade Health Coach at 877.998.9675. The information from your WBA and the results from your Health 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 health coaching. You also are encouraged to share your results or concerns with your own doctor.

Protections from Disclosure of Medical Information

We are required by law to maintain the privacy and security of your personally identifiable health information. Although the *Healthy Steps Wellness* program and Kindred may use aggregate information it collects to design a program based on identified health risks in the workplace, the *Healthy Steps Wellness* program will never disclose any of your personal information either publicly or to the employer, 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 is (are) health coaches in order to provide you with services under the *Healthy Steps Wellness* program.

In addition, all medical information obtained through the *Healthy Steps 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, we will notify you 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 contact the Plan Sponsor/Administrator at this address:

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