



WELLNESS PROGRAM NOTICE

BrightSpring offers voluntary tobacco free wellness incentives as part of the BrightSpring medical plan, which are available on a nondiscriminatory basis to BrightSpring employees enrolled in the BrightSpring medical plan. Our wellness program is administered according to federal laws, which permit employers to sponsor 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.

Our wellness program provides an incentive for not using tobacco by applying an additional tobacco use surcharge that increases the BrightSpring medical plan contributions for those participants who use tobacco. The tobacco use surcharge is \$50 per month per tobacco user. Employees enrolling in the BrightSpring medical plan will need to complete an annual tobacco use attestation. If you do not complete the annual tobacco attestation form or you indicate that you and/or your spouse/domestic partner are tobacco users, the tobacco use surcharge will apply for that plan year or the remaining portion of the plan year. Participants can avoid the tobacco use surcharge by completing a tobacco cessation program at no cost offered by BrightSpring's Employee Assistance program called GuidanceResources. Even if you don't complete the tobacco cessation program, you may request a reasonable accommodation or a reasonable alternative standard, which if approved and completed will also result in you avoiding the tobacco surcharge for the plan year. To request a reasonable accommodation or a reasonable alternative standard, contact BrightSpringBenefits@BrightSpringhealth.com. Completing the tobacco cessation program or an agreed-upon alternative will result in the full waiver of the surcharge (retroactively, back to the start of the applicable calendar year).

Protections from Disclosure of Medical Information

We are required by law to maintain the privacy and security of your personally identifiable health information. To administer the wellness program under the BrightSpring medical plan, BrightSpring will obtain information about your health status as a tobacco user or a non-tobacco user. BrightSpring uses the Healthy Guidance Tobacco Cessation Program through GuidanceResources. BrightSpring and GuidanceResources will never disclose any of your personal information publicly. GuidanceResources will not disclose any of your personally identifiable health information to BrightSpring, except as necessary to respond to a request from you for a reasonable accommodation or reasonable alternative standard, to report to BrightSpring your completion of the Healthy Guidance Tobacco Cessation Program to administer the tobacco free incentive, or as expressly permitted by law. Medical information that personally identifies you provided in connection with the BrightSpring 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 wellness program, and you will not be asked or required to waive the confidentiality of your health information as a condition of receiving a benefit. Anyone who receives your information for purposes of providing you wellness benefits or services will abide by the same confidentiality requirements.

In addition, all medical information obtained to administer the wellness program will be kept separate from your personnel records, all relevant information stored electronically will be encrypted, and no information you provide will be used in making any employment decision. The BrightSpring medical plan maintains specific safeguards to protect the privacy and security of this information, in compliance with the Health Insurance Portability and Accountability Act. Appropriate precautions will be taken to avoid any data breach, and in the event a data breach occurs involving information you provide, we will notify you promptly.

BrightSpring will not discriminate against you because of the medical information you provide (if any) to access wellness benefits and will not retaliate against you if you choose not to participate. If you have questions or concerns regarding this notice, or about protections against discrimination and retaliation, please contact BrightSpringBenefits@BrightSpringhealth.com.