



**YMCA EMPLOYEE BENEFITS**  
A nonprofit benefit Plan exclusively  
serving YMCAs since 1970.

## PRIVACY & CONFIDENTIALITY STATEMENT

Part of our WellnessWorks Program rewards YMCAs and their covered plan members for taking a Health Survey, and rewards plan members for participating in various programs or activities. The information provided and collected through these activities is protected by the Health Insurance Portability and Accountability Act (HIPAA). See below for common questions regarding the confidentiality of this information.

### **What happens to my personal information when I complete the Health Survey, or when I submit a biometric screening form or at-home kit?**

After you complete the Health Survey, you'll receive instant feedback on the website regarding your health, including content and recommendations intended to help you with your health and wellness goals. Once you submit a biometric screening form or at-home kit, your biometric data will be loaded into your personal health record to access later. The information you provide through these activities may also be used by UnitedHealthcare or Surest to identify any health improvement resources or clinical programs that you may be eligible for. If you do qualify for additional resources, your insurance carrier may reach out to you via phone, email, or mail to tell you about these programs.

### **Who can see my answers or results?**

The information you disclose as a part of any of the WellnessWorks program incented activities or programs is confidential. No one at your YMCA, or at YMCA Employee Benefits, will have access to your private health information or your answers to the Health Survey. YMCA Employee Benefits and your YMCA may receive reporting that shows aggregate data from all plan members combined. If your YMCA offers a separate incentive for its employees to complete the Health Survey, YMCA Employee Benefits will share only the names of those who take the survey in order to administer the incentive.

### **Can the information I provide affect my eligibility or how much I have to pay for health insurance?**

No, the information you provide will not be seen by the people who determine rates or eligibility for coverage. Neither your YMCA, nor YMCA Employee Benefits, will have access to your individual results. All programs/activities in our WellnessWorks Program are voluntary. However, YMCA Employee Benefits and your YMCA may choose to offer financial incentives to encourage participation. This can include gift cards, cash bonuses, insurance premium adjustments, health savings account deposits, etc.