

NOTICE REGARDING WELLNESS PROGRAM

The Cascade Designs Wellness Program is a voluntary wellness program available to all employees enrolled in one of our medical plans. 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 choose to participate in the wellness program, you will be asked to complete a voluntary preventive care visit or receive a flu or COVID-19 shot. You are not required to complete these activities. If you are unable to participate in any of the required activities to earn an incentive, you may be entitled to a reasonable accommodation.

Employees who choose to participate in one of these activities will receive discounts on their medical premiums as follows:

Employee group	Wellness program requirements	Timeframe	Incentive for the 2025 plan year
Hired prior to November 1, 2024	<p>Complete <u>one</u> of these activities:</p> <ul style="list-style-type: none"> Get a preventive care visit (annual check-up or physical) with a physician or dental cleaning with a dentist <p>Preventive care is covered at 100% (deductible waived) with an in-network provider on the medical plan with RGA. Includes preventive colonoscopy, gynecological exam, and mammogram. Preventive dental cleaning is covered at 100% (deductible waived) on the dental plan with Delta Dental.</p>	Activity must be completed between January 1, 2024 and March 31, 2025	<p>\$25 discount on the monthly medical premium</p> <p>Wellness incentive will take effect on 1/1/2025 or on the first paycheck after your Wellness Program Attestation Form is submitted to HR</p>
Hired on or after November 1, 2024	<ul style="list-style-type: none"> Get a flu shot Get a COVID-19 shot/booster 	Activity must be completed within 12 months of your medical coverage effective date*	<p>\$25 discount on the monthly medical premium</p> <p>Wellness incentive will take effect on the first paycheck after your Wellness Program Attestation Form is submitted to HR</p>

*Medical coverage begins on your date of hire.

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 wellness program and Cascade Designs may use aggregate information it collects to design a program based on identified health risks in the workplace, Cascade Designs' 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 individuals who will receive your personally identifiable health information are RGA medical directors, pharmacists, registered nurses, and health coaches 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, 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 Human Resources team at HR@CascadeDesigns.com.