

EEOC REQUIRED NOTICE REGARDING INTUIT WELLNESS PROGRAM ADMINISTERED BY VIRGIN PULSE

The Intuit Wellness Program (the “Program”) is a voluntary wellness program available to all employees. 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 may be asked to complete a voluntary health risk assessment or "HRA" 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 may also be asked to complete a biometric screening, which may include a blood test for serum cholesterol, serum glucose, and other factors. You are not required to complete the HRA or to participate in the blood test or other medical examinations.

However, employees who choose to participate in the Program may receive certain incentives as set forth in the Program. Although you are not required to complete the HRA or participate in the biometric screening, only employees who do so will receive the incentives described in the Program.

Additional incentives as described in the Program may be available for employees who participate in certain health-related activities administered by Virgin Pulse. 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 contacting Virgin Pulse at the email address below, or by contacting HR Connect at [(800) 819-1620].

The information from your HRA and the results from your biometric 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 those provided by Virgin Pulse. 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 wellness program and Intuit may use aggregate information it collects to design a program based on identified health risks in the workplace, the 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 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 qualified and licensed health care professionals or health or fitness coaches, in order to provide you with services under the Program.

In addition, all medical information obtained through the Program will be maintained separate from your personnel records, information stored electronically will be encrypted, and no information you provide as part of the Program will be used in making any employment decision. Any information that qualifies as “personal health information” as defined by HIPAA is covered by a separate HIPAA privacy police. The HIPAA Privacy Practices Notice may be accessed [here](#). 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 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 contacting Virgin Pulse at the email address below, or by contacting HR Connect at (800) 819-1620.

EEO notification

Participation in the Virgin Pulse Program is provided on an equal opportunity basis as to age, sex, sexual orientation or identification, religion, race, color, national origin, veteran status, disability or any other protected classification. If you believe that you are in need of reasonable accommodation in order to avail yourself of the Program, contact the Human Resources Department at (800) 819-1620 and we will work with you to determine whether you are entitled to accommodation, and whether reasonable accommodation is available.