

Notice Regarding Quit for Life Wellness Program

The Xerox wellness program is a voluntary wellness program available to all benefit-eligible employees. This program is administered according to federal rules that permit such employer-sponsored wellness programs that seek to improve employee health or prevent disease, including the Americans with Disabilities Act of 1990 (ADA), the Genetic Information Nondiscrimination Act of 2008 (GINA), and the Health Insurance Portability and Accountability Act (HIPAA), as applicable, among others.

Participation in the Xerox Corporation wellness program is voluntary. However, if you choose to participate, you (and your eligible spouse or domestic partner) will be asked to complete the following activity to receive a medical plan premium reduction:

Attesting to non-tobacco use or completing five (5) calls with a Quit for Life coach by March 31, 2024
– \$1,840/employee and \$1,840/spouse or domestic partner.

PROTECTIONS FROM DISCLOSURE OF MEDICAL INFORMATION

We are required by law to maintain the privacy and security of your personally identifiable health information. We will never disclose any of your personal information, either publicly or to Xerox Corporation, except as expressly permitted by law. Health information you provide through 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 this 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 may receive your personally identifiable health information is the vendor administering the tobacco cessation program 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. If a data breach involving information you provide in connection with the wellness program occurs, 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, the wellness program or about protections against discrimination and retaliation, please contact the **Xerox Benefits Center** at **1.800.428.2203**.