

## NOTICE REGARDING WELLNESS PROGRAM

The Annual Physical Reward program is a voluntary wellness program available to Newell Brands medical plan enrollees. 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 Annual Physical Reward wellness program, you will be asked to complete a routine physical with your doctor, which will include standard blood tests that are part of an annual physical. You are not required to complete the annual physical and if you choose not to, you will not be subjected to retaliation or employment discrimination. However, employees who choose to complete the annual physical and enter information about their physical (date, doctor's name and doctor's phone number) will receive an Annual Physical Reward discount credit of \$50 per month on their medical rates.

If you have a disability, you may be entitled to a reasonable accommodation to the extent needed to allow you to earn the wellness rewards described above. You may request a reasonable accommodation by contacting the Newell Brands Benefits Center at 833-463-9355.

### Protections from Disclosure of Medical Information

We are required by law to maintain the privacy and security of your personally identifiable health information collected in connection with the Annual Physical Program. 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. Please refer to the HIPAA Privacy Notice available at [wellatnewell.com](http://wellatnewell.com) for information regarding the protections and conditions that apply to your personally identifiable health information.