



July 24, 2025

NOTICE REGARDING WELLNESS PROGRAM

Live Better Louisiana (LBL) is an OGB-sponsored, voluntary wellness program available to all employees and retirees who are enrolled as the primary member in an Office of Group Benefits (OGB) self-funded plan. 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 preventive care checkup or biometric screening, which will include a point of care blood test for a full lipid panel plus glucose test to assess your cardiometabolic health. The lipid panel may include total cholesterol, triglycerides, HDL cholesterol and LDL cholesterol. In addition, a hemoglobin A1C blood test may be performed if you have a history of diabetes. Other biometric markers that may be measured are height, weight, abdominal circumference and blood pressure. You are not required to participate in the blood test or other medical examinations.

However, eligible participants who choose to participate in LBL by completing checkup or biometric screening with clinical consult during the specified program period will receive a monthly premium credit of \$10 during the next plan year as long as they maintain OGB coverage as the primary plan member and are either an active employee or a retiree. Although you are not required to complete checkup or biometric screening with consult, only eligible participants who do so qualify for the insurance premium credit for the next plan year. If you received your premium credit for a prior year, you will need to qualify again for the current year. To complete a checkup, you must be the primary member on an OGB Louisiana Blue policy that is in effect at the time of the checkup. To receive the premium credit, you must be the primary member on an OGB Louisiana Blue policy in the next plan year.

If you are unable to participate in a checkup or biometric screening, please review the Health Medical Exemption form posted at lablue.com/ogb under OGB Customer Forms section to see if you are eligible for an exemption.

The information from the results from your checkup or 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 OGB-Sponsored Louisiana Blue care management programs, prevention or other digital health programs, behavioral health programs, smoking cessation resources or other health services discounts programs. 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. The wellness program and Office of Group Benefits or Louisiana Blue may use aggregate information it collects to design a program based on identified health risks in the workplace. Live Better Louisiana and Office of Group Benefits will never disclose any of your personal information either publically or to your employer except as necessary to implement and administer the wellness program; provide services and incentives under the wellness program; 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 personally identifiable 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 or entities who may receive your personally identifiable health information are limited to Louisiana Blue wellness and population health staff and those individuals supporting program administration and designated wellness program partners, such as Catapult Health, Omada Health, Oschner Corporate Wellness, Lucet, OGB's pharmacy benefit manager 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, please contact Wendy Landry at wendy.landry2@la.gov.