

Wellness Program

Your health plan is committed to helping you achieve your best health status. Rewards for participating in a wellness program are available to all full-time employees. If you think you might be unable to meet a standard for a reward under this wellness program, you might qualify for an opportunity to earn the same reward by different means. Contact us at 440-226-6421 or go to www.gohealthyways.com, and we will work with you to find a wellness program with the same reward that is right for you, in light of your health status.

Currently, Cardington Yutaka Technologies (CYT) has a comprehensive wellness program in place called Healthy Ways. According to the Health Insurance Portability and Accountability Act (HIPAA) nondiscrimination regulations limit the total reward that may be given to an individual for achieving health standards under the employer's compliant wellness incentive program. Wellness programs are limited to an aggregate annual maximum incentive of 50% (if tobacco is part of the program) and 30% where tobacco is not part of the program, of the full cost of coverage under the employer's group health plan. CYT has chosen the following wellness incentive structure for plan year 2021-2022.

- All associates have the opportunity to participate.
- All associates on the health plan have the opportunity to earn the same incentive.
- All associates on the health plan will be measured in the same manner.
- All associates who do not reach the incentive in this plan year, will have the opportunity to earn the announced incentive in the next plan year.

Associates have the opportunity to earn points based upon participation and performance in the wellness program. These points will accumulate throughout the program period towards a discount on health insurance contributions for the specified plan year.

The company wellness program is available to spouses who are enrolled in the company health insurance plan. Covered spouses must complete the following three (3) tasks in order for the associates earned metallic discount to apply:

- Dental cleaning
- Vision screening
- Physical examination

The associate covering the spouse will earn the metallic incentive he or she originally qualified for as an individual, provided the spouse has completed all three (3) of the above tasks and submitted proof of completion to WCUSA. If the covered spouse chooses not to participate, the associate covering the spouse will drop down a metallic discount level.

If any associate or spouse has an issue with the current wellness program, be it measurement results, equipment and or professional conduct of the programming, please refer to <https://www.gohealthyways.com> under the *Resources* drop down and select the *Appeal Process Document* to review how you are to appeal an issue with the wellness program.

CYT's culture of wellness will assist us in maintaining a long-term approach to managing health care.