NOTICE REGARDING HEALTH TRACKS WELLNESS PROGRAM

Voluntary Wellness Program

Health Tracks is a voluntary wellness program ("Health Tracks") available to all Cummins employees in the U.S. 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.

Health Risk Assessment and Biometric Screening

If you choose to participate in Health Tracks you will be asked to complete a voluntary health risk assessment ("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 will also be asked to complete a biometric screening, which will include a blood test for total and HDL cholesterol, triglycerides and glucose. You are not required to complete the HRA or to participate in the blood test or other medical examinations to participate in the Wellness Program and/or be eligible for the $600 health insurance discount.

Benefits of Participation in Health Tracks

In addition to receiving information and coaching that may help you with your health conditions, employees who choose to participate in Health Tracks will receive an incentive of $600 health insurance discount when they reach a required number of “healthmiles” points. Although you are not required to complete the HRA or participate in the biometric screening in order to participate in Health Tracks, only employees who reach the required number of “healthmiles” points will receive $600 health insurance discount.

Additional incentives of up to $200 cash may be available for employees who participate in certain health-related activities or achieve certain health outcomes. 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 Cummins Benefit Services at 1-877-377-4357.

Restricted Use of Your Personal and Medical Information

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 Health Tracks or LiveWell Center, such as healthy lifestyle coaching. You also are encouraged to share your results or concerns with your own doctor.

Confidentiality, Privacy and Security of Your Personal and Medical Information

Cummins and our wellness partners who administer Health Tracks are required by law to maintain the privacy and security of your personally identifiable health information. Although we may use aggregate information—i.e., information that does not identify you or other participants in Health Tracks—to design a program based on identified health risks in the workplace, we are prohibited from disclosing any personally identifiable information about you except: (1) as necessary to respond to a request from you for a reasonable accommodation; (2) as expressly permitted by law; or (3) as
specifically authorized by you. If so, the disclosure is limited to information necessary to process your request, and is restricted to personnel whose job responsibilities include handling those requests. Please be assured that your medical information provided in connection with Health Tracks 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 Health Tracks, and you will not be asked or required to waive the confidentiality of your health information as a condition of participating in Health Tracks or receiving an incentive. Anyone who receives your information for purposes of providing services to you as part of Health Tracks will abide by the same confidentiality requirements. The only individual(s) who will receive your personally identifiable health information are individuals (such as health coaches) working on behalf of Health Tracks who may contact you to discuss your health information and recommend ways to improve your health.

Retention of Your Personal and Medical Information

All medical information obtained through Health Tracks will be maintained separately from your personnel records with Cummins. If you had your biometric screening performed at the LiveWell Center, your HRA and health information will be stored in your electronic medical record at the Center so that your treating physicians and health staff can assist you with any health risks and help you achieve your desired health outcomes. Information stored electronically will be encrypted during transit and appropriate precautions will be taken to avoid any data breach. In the event a data breach occurs involving information you provide in connection with Health Tracks, we will notify you immediately.

Your Rights

Your participation in Health Tracks is purely voluntary, and you have the right to withdraw from participation at any time. Your withdrawal of participation may impact your incentives under the program. The personally identifiable health information collected prior to withdrawal will be retained in accordance with applicable medical recordkeeping and employment laws, and then securely destroyed. You have the right to obtain a copy of the personally identifiable health information that you provide in relation to Health Tracks, and may do so by contacting Cummins Benefits Services at 1-877-377-4537.

You may not be discriminated against in employment because of the medical information you provide as part of participating in Health Tracks, 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 Cummins Benefits Services at 1-877-377-4357.