

AUTOMOTIVE INDUSTRIES TRUST FUNDS



4160 DUBLIN BOULEVARD SUITE 400 | DUBLIN, CA 94568-7756
TELEPHONE (800) 635-3105 | FAX (925) 588-7121
www.aitrustfunds.org

Date: March 15, 2023

To: Participants in the Automotive Industries Welfare Fund Plan (including COBRA Participants) who are enrolled in the Indemnity Plan (Plan A, Plan B, and Plan C)

From: Board of Trustees, Automotive Industries Welfare Fund Plan

This Participant Notice provides information that is **VERY IMPORTANT** to you and your dependents. Please take the time to read it carefully.

PHYSICAL EXAM REQUIRED TO KEEP LOWER DEDUCTIBLE LEVEL FOR 2024 CALENDAR YEAR

The Board of Trustees lowered the annual calendar year deductible for all Participants enrolled in a self-funded Plan Option for the 2023 calendar year. A condition of keeping the deductible at the lower level is that the participant and the participant's dependent spouse or domestic partner (if applicable) obtain a routine physical exam sometime in the calendar year 2023. Depending on your Plan, your deductible will change as outlined in the chart below if you and your spouse or domestic partner (if applicable) do not receive routine physical exam.

Plan Option	Annual Calendar Year Deductible	2023 Calendar Year Deductible	2024 Deductible IF you and your Spouse/Registered Domestic Partner receive a physical exam in 2023	2024 Deductible IF you and your Spouse/Registered Domestic Partner do NOT receive a physical exam in 2023
Plan A	\$400/individual or \$800/family	\$200/individual, \$400/family	\$200/individual, \$400/family	\$400/individual or \$800/family
Plan B	\$1,000/individual or \$3,000/family	\$500/individual, \$1,500/family	\$500/individual, \$1,500/family	\$1,000/individual or \$3,000/family
Plan C	\$1,000/individual, \$2,000/family	\$500/individual, \$1,000/family	\$500/individual, \$1,000/family	\$1,000/individual, \$2,000/family

Enclosed with this notice is the Physical Exam Certification Form. A separate form must be submitted for you and your spouse or domestic partner (if applicable) to reduce your deductible for the calendar year 2024.

If you have questions about what deductible level you are in, or have questions regarding this letter, please contact the Trust Fund Office at (800) 635-3105 or by email at AISupport@hsba.com.

Receipt of this notice does not constitute a determination of your eligibility. If you wish to verify eligibility, or if you have any questions regarding this Plan change, please contact the Trust Fund Office.

NOTICE REGARDING WELLNESS PROGRAM

The Fund has a voluntary wellness program available to all participants and eligible spouses in the Automotive Industries Welfare Fund. 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 will be asked to have a complete physical exam during Calendar Year 2023. You are not required to have this exam.

However, employees who choose to participate in the wellness program will receive an incentive of a lower annual deductible. Although you are not required to have the physical exam, only employees who do so will receive lower deductible in 2024.

The information from your physical exam will be used to provide you with information to help you understand your current health and potential risks.

Protections from Disclosure of Medical Information

We are required by law to maintain the privacy and security of your personally identifiable health information. Although the wellness program and Automotive Industries Welfare Fund may use aggregate information it collects to design a program based on identified health risks in the workplace, the Fund will never disclose any of your personal information either publicly, or to the employer, except as necessary to 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 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 individual(s) who will receive your personally identifiable health information is the Fund in order to provide you with your decreased deductible 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, or about protections against discrimination and retaliation, please contact the Fund Office at (800) 635-3105 or by email at AISupport@hsba.com.