

Schedule I Hampden-Sydney College Wellness Program

This Schedule I describes the wellness plan design for the Hampden-Sydney College (“the College”) Wellness Program (“the Program”).

I.1 Plan Information

- **Plan Sponsor.** The Plan Sponsor of the Program is identified as Virginia Private Colleges Benefits Consortium.
- **Plan Administrator.** The Plan Administrator of the Program is identified as the College.
- **Plan Fiduciary.** The Plan Fiduciary of the Program is identified as Virginia Private Colleges Benefits Consortium.
- **Delegation of Powers.** For information regarding the delegation of certain functions relating to the Program, see the Virginia Private Colleges Benefits Consortium, Inc. Health and Welfare Plan Wrap-Around Plan Document and Summary Plan Description.
- **Power of Plan Administrator.** Subject to the limitations of the Program and any governing law, the Plan Administrator will from time to time establish rules for eligibility to participate in the Program, the administration of the Program, the selection and distribution of rewards/incentives and the transaction of its business. The Plan Administrator will have final discretionary authority to make such decisions and all such determinations shall be final, conclusive, and binding.
- **Funding and Payments.** For information regarding the funding of the Program, see the Virginia Private Colleges Benefits Consortium, Inc. Health and Welfare Plan Wrap-Around Plan Document and Summary Plan Description.
- **Claims and Appeals Procedures.** For information regarding the claims and appeals procedures for the Program, see the Virginia Private Colleges Benefits Consortium, Inc. Health and Welfare Plan Wrap-Around Plan Document and Summary Plan Description.
- **Amendment and Termination of the Plan.** For information regarding the amendment or termination of the Program, see the Virginia Private Colleges Benefits Consortium, Inc. Health and Welfare Plan Wrap-Around Plan Document and Summary Plan Description.
- **Distribution of Assets Upon Termination.** For information regarding the distribution of assets upon termination of the Program, see the Virginia Private Colleges Benefits Consortium, Inc. Health and Welfare Plan Wrap-Around Plan Document and Summary Plan Description.

I.2 General Program Design

- The College offers a Wellness Program, an arrangement that promotes health and disease prevention.
- The Program coordinates with a group health plan.
- The Program is participatory only in that it does not provide a reward and does not condition eligibility for a reward on a participant's satisfaction of a standard related to a health factor.

I.3 Eligibility

- All employees are eligible to participate in the Program.
- Dependents are not eligible to participate in the Program.

I.4 Rewards and Incentives

Eligible participants may qualify for an incentive/reward at least once per year.

The following types of rewards/incentives are provided to participants in the Program (including but not limited to):

- Various prizes.
- Group health plan premium reduction in the amount of \$25.00 per month for all participants who complete the biometric screening. An additional \$25 per month is available for eligible spouses who are enrolled in insurance who participate in the biometric screening

The incentive/reward does not exceed the following percentage of the employee-only cost of coverage: 30%.

I.5 Reasonable Alternatives

The Program offers reasonable alternatives to meeting a health factor standard in order for an employee to still obtain an incentive/reward or receive a waiver of the health factor standard with a full incentive reward being uniformly available with identical benefits to the original non-alternative incentive/reward.

I.6 Health Information

- A health risk assessment does not need to be completed in order to qualify for an incentive (i.e., a reward or penalty) as part of the Wellness Program.
- A biometric screening does need to be completed in order to qualify for an incentive (i.e., a reward or penalty) as part of the Wellness Program.
- Medical information provided through a third-party provider or administrator to the employer only comes in de-identified format containing only that information necessary to administer the Wellness Program (i.e., to process an incentive/reward).

I.7 Notices

- The College provides a notice of the existence of the Program.
- The College provides a notice regarding its reasonable alternative standards.
- The College provides a notice containing a list of Program benefits in the Program materials.
- The College provides a notice of what information any medical exam or similar inquiry will provide and what it will be used for.

I.8 Multiple Arrangements

The College's Program consists of only one Wellness Program, the Program.

I.9 Miscellaneous

- **Governing Law.** The Program is intended to be construed, and all rights and duties hereunder are to be governed, in accordance with the laws of the Commonwealth of Virginia, except to the extent such laws are preempted by ERISA or other federal law.
- **Federal Tax Disclaimer.** Nothing in this document shall be construed to ensure the taxability of any reward or incentive provided as a part of the Program.
- **Questions.** For questions relating to the Program, Program notices, or how to receive a reasonable accommodation (if applicable), participants should contact the Plan Administrator.