



Notice Regarding Well-Being Incentive Program

The Well-Being Incentive Program offered under the Phillips 66 Medical and Dental Assistance Plan (“Plan”) is a voluntary well-being program available to all employees eligible for the Plan. The program is administered in accordance with federal rules permitting employer-sponsored well-being 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 Well-Being Incentive Program you will have the opportunity to perform various voluntary activities including:

- submission of biometric screening results before November 30, 2020 (which will include a blood test for cholesterol, triglycerides and glucose, although you are not required to participate in the blood test or other medical examinations),
- obtainment of a BMI of less than 30 or consult with a primary care physician,
- obtainment of blood pressure of less than 140/90 or consult with a primary care physician,
- completion of 2 preventive screenings, and
- completion of 1 company-wide challenge

Each designated voluntary activity in the Well-Being Incentive Program has an associated one-time payroll credit amount an employee will receive upon completion of the activity. The employee has an opportunity to receive payroll credits of up to \$650 by completing the designated activities. Note, employees who choose to participate in the biometric screening and submit its results will receive a one-time \$100 payroll credit regardless of the outcome of the blood test. Although you are not required to participate in the biometric screening, only employees who do so will receive the \$100 payroll credit. An employee may receive a one-time \$250 payroll credit for attaining a BMI of less than 30 or consulting with a primary care physician and may also receive a one-time \$100 payroll credit for attaining a blood pressure reading of 140/90 or consulting with a primary care physician. You are not required to attain a BMI of less than 30 or a blood pressure reading of less than 140/90 in order to receive the \$250 and \$100 payroll credit, respectively. However, to receive those payroll credits, you are required to consult with a primary care physician if you fail to attain those numbers

The results of 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 such as health coaching through the Well-Being Incentive Program. You are encouraged to share your results or concerns with your own doctor. **Participation in the Well-Being Incentive Program is completely voluntary.**

Protections from Disclosure of Medical Information

We are required by law to maintain the privacy and security of your protected health information. Although the Well-Being Incentive Program and Phillips 66 may use aggregate information it collects to design a program based on identified health risks in the workplace, the Well-Being Incentive Program will never disclose any of your protected health information either publicly or to Phillips 66, except as necessary to respond to a request from you for a reasonable accommodation needed to participate in the Well-being Incentive program, or as expressly permitted by law. Medical information that identifies you and that is acquired in connection with the Well-Being Incentive Program will not be provided to your supervisors or managers and will 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 Well-Being Incentive Program, and you will not be asked or required to waive the confidentiality of your health information as a

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condition of participating in the Well-Being Incentive Program or receiving an incentive. Anyone who receives your information for purposes of providing you services as part of the Well-Being Incentive Program will abide by the same confidentiality requirements. The only individuals who will receive your protected health information are a registered nurse, a doctor, or a health coach in order to provide you with services under the Well-Being Incentive Program, and only if you consent to their receipt of your protected health information.

In addition, all medical information obtained through the Well-Being Incentive Program will be maintained separately from your personnel records and information stored electronically will be encrypted. Appropriate precautions will be taken to avoid any data breach. In the event a data breach occurs involving information you provide in connection with the Well-Being Incentive Program, you will be notified.

You will not be discriminated against in employment because of the medical information you provide as part of participating in the Well-Being Incentive Program, nor will 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 Plan Administrator at:

Phillips 66 Plan Administrator
Manager, HR Operations
Adams Building 411 S. Keeler Avenue
Bartlesville, OK 74003-6670
(918) 977-6009

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In addition, all medical information obtained through the Well-Being Incentive Program will be maintained separately from your personnel records, information stored electronically will be encrypted, and no information you provide as part of the Well-Being Incentive Program will be used in making any employment decision. Appropriate precautions will be taken to avoid any data breach. In the event a data breach occurs involving information you provide in connection with the Well-Being Incentive Program, you will be notified.

You will not be discriminated against in employment because of the medical information you provide as part of participating in the Well-Being Incentive Program, nor will you be subjected to retaliation if you choose not to participate.

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