

NOTICE REGARDING WELLNESS PROGRAM – TOBACCO CESSATION & SURCHARGE

Uniti offers a voluntary tobacco cessation program available to all employees and spouses enrolled in the Uniti medical plan. The program is administered according to federal rules permitting tobacco cessation programs, 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 do not attest that you and/or your covered spouse are tobacco free, you can qualify for the non-tobacco premium for the full 2027 plan year if each covered tobacco user completes the Pelago tobacco cessation program by November 30, 2027. If all tobacco users complete the Pelago tobacco cessation program by November 30, 2027, your premium will be reduced to the non-tobacco rate and you will receive a refund of the difference between the premiums you paid in 2027 at the tobacco user rate and the premiums you would have paid in 2027 if you had attested to being tobacco free. The premium reduction and refund will be completed as soon as administratively practicable after November 30, 2027. If all tobacco users complete the Pelago tobacco cessation program after November 30, 2027, but before December 31, 2027, your premium will be reduced to the non-tobacco rate as soon as administratively practicable after the last tobacco user completes the program, but you will not be entitled to a refund.

If a covered tobacco user's doctor determines that Pelago tobacco cessation program is not medically appropriate for the tobacco user, call Businessolver at 888-850-1712 to open a case. We will work with you (and, if you wish, the tobacco user's doctor) to find a different way for you to earn the non-tobacco premium rate for the full 2027 year.