Your organization has engaged Health Advocate, an independent third party, to provide you with access to this Personal Health Profile (PHP) and other tools to help you better understand your health status and identify areas for improvement. Immediately upon completing the brief assessment, you will receive a wellness score and personalized report that includes information and action steps for optimizing your health.

The information collected and the results of your PHP contain confidential personal health information; therefore, it is important for you to understand the privacy and security issues involved. All of your personal health information will be collected and stored by us using state of the art secure technology to ensure security and confidentiality.

Your Company will not receive any personal health information that will identify you as an individual. Your data will be de-identified and combined with that of other users for aggregate reporting. This aggregate data will allow your organization to understand its overall population health, which is useful for the development and implementation of health programs and resources.

Your data may be shared with a disease management company or health related third party if your company has contracted with one. Your information will never be sold for marketing or sales purposes. Should your organization offer an incentive program for completion of the PHP, only confirmation that you have completed it may be provided to the organization, so that you can participate in the incentive program under strict confidentiality and privacy guidelines, for the purpose of determining your eligibility for additional health programs and contacting you to determine your interest in program participation. If your results should indicate that your health behaviors put you in a "high risk" category, you may be contacted by a Coach who will assist you in developing goals for a healthier lifestyle. **Any contact with you is confidential and not shared with your organization.**

The wellness score and personalized report that includes information and action steps for optimizing your health provided to you as a result of this PHP or any subsequent health-related program for which you are contacted and choose to participate in is not medical advice or a diagnosis and is for your own personal use. You should contact your personal health care provider for medical advice prior to engaging in any health related program.