



MTM 2027 Wellness Initiative

Frequently Asked Questions

Administered by H&H Health Associates, Inc.

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The free, confidential H&H Wellness Screening helps eligible employees and spouses better understand their health and identify potential health concerns early. MTM is making this screening available to both union and non-union employees and covered spouses enrolled in an MTM medical plan because we believe everyone should have access to preventive health resources and valuable health information.

Who is eligible for the free, confidential wellness screening through H&H Health Associates

The FREE H&H Wellness Screening is available to all employees and covered spouses enrolled in an MTM-sponsored medical plan, including both union and non-union participants. Participation is voluntary.

Important: If you are not currently enrolled in an MTM medical plan, please do not participate until your coverage becomes active. Individuals who are not enrolled may be responsible for the full cost of the screening, which can exceed \$500.

On-Site Wellness Screening Events

MTM and MTM Transit will host on-site wellness screening events at several locations during November 2026. These events provide a convenient way for eligible employees and covered spouses to complete their free, confidential H&H Wellness Screening. To see if an onsite screening event will be held at your location, follow the Registration and Screening section in this document.

To participate in an on-site screening, you must be actively enrolled in an MTM-sponsored medical plan **at the time of the screening**. Individuals who are not enrolled in an MTM medical plan should not participate and may be responsible for the full cost of the screening.

Additional Benefits of Participating in an On-Site Screening

- Eligible non-union employees and covered spouses who complete their screening during the November on-site events will be eligible to begin receiving their premium reduction effective January 1, 2027, provided all program requirements are satisfied. The premium reduction is available to eligible non-union participants who complete the wellness screening.
- All employees and covered spouses who complete a screening at a November on-site event, including union and non-union participants, will be automatically entered into raffle drawings for prizes, including gift cards.

Who is eligible for the medical premium incentive?

A medical premium reduction is available to non-union employees and covered spouses enrolled in an MTM medical plan. To earn the incentive, simply complete your H&H Wellness Screening.

Each eligible employee and covered spouse earns the incentive independently. If only one person completes the screening, that individual's premium reduction still applies.

Who Completes the Screening?	Monthly Savings	Biweekly Savings	Annual Savings
Enrolled Non-Union Employee OR Enrolled Spouse	\$40	\$18.46	Up to \$480
Enrolled Non-Union Employee AND Enrolled Spouse	\$80	\$36.92	Up to \$960

Complete your screening by December 31, 2026 to receive the full 2027 premium reduction beginning January 1, 2027.

Why doesn't the premium reduction apply to union medical plans?

We're excited to extend the H&H Wellness Screening to union employees and covered spouses at no cost. While the premium reduction is not available under union medical plans, we wanted to make sure union employees and their families could still benefit from the health information, preventive screening, and wellness resources available through the program. Union healthcare contributions are established through the collective bargaining agreement and are separate from the non-union premium incentive structure.

When do I need to participate

For participants eligible for the premium reduction, completing the screening by **December 31, 2026** allows savings to begin on **January 1, 2027**. Screenings completed later will still qualify for the premium reduction, but savings begin at the start of the next calendar quarter

Non-union screening completed	Savings begin	2027 savings per person / both
By December 31, 2026	January 1, 2027	Up to \$480 / \$960
January 1–March 31, 2027	April 1, 2027	Up to \$360 / \$720
April 1–June 30, 2027	July 1, 2027	Up to \$240 / \$480
July 1–September 30, 2027	October 1, 2027	Up to \$120 / \$240

Note: Premium reductions apply only to eligible non-union employees and covered spouses enrolled in an MTM medical plan. Savings are applied as a reduction to medical premiums and are not paid as cash. Eligibility is contingent upon continued enrollment in an MTM medical plan.

Registration and Screening

How do I participate

Once your MTM medical coverage is active, screen at a scheduled MTM on-site event or clinic or through H&H's network of more than 1,600 approved walk-in clinics nationwide. Pre-registration is required.

How to register through H&H

1. Visit <https://wellness.hhhealthassociates.com>.
2. **New users:** select "New Users," enter company code **MTM**, create your profile, and use the email verification link to activate your account. **Returning users:** simply sign in with your email and password.
**Forgot your password? Select 'Forgot Password' or call H&H (M-F, 8:30am-5pm CST) at 800.832.8302.*
3. Once logged in, select the **SCREENING** option and follow the prompts to register for an available on-site event or to participate at an approved walk-in clinic.
4. For clinic screening, **pre-registration through H&H is required**. Once registered, bring your emailed lab paperwork & photo ID to the approved clinic. No co-pay, appointment, or insurance information is needed.

To register by phone or get help, call H&H at 800.832.8302, Monday–Friday, 8:30 a.m.–5 p.m. Central Time.

What is the Wellness Screening

The screening involves a venipuncture blood draw, which takes approximately 2–3 minutes, and provides information about your current health. The screening is **NOT** testing for drugs, alcohol, HIV, or sexually transmitted diseases. All test results are kept 100% Confidential, **NEVER** shared with your employer or any third party without your consent.

Is fasting required

Fasting is NOT required but all participants are encouraged to stay well hydrated prior to their screening, ideally drinking plain water. Continue taking all routine medications, unless your doctor instructs otherwise. If you choose to fast, avoid food for 8–10 hours & avoid alcohol for 24 hours prior to your screening.

What tests are included

The screening includes up to 50 blood test results related to diabetes risk, cholesterol, thyroid function, liver and kidney function, blood counts, and other health indicators. The standard test results are listed below. PSA testing is automatically included for all men age 40 and older.

Triglycerides	Total Cholesterol	HDL Cholesterol	LDL Cholesterol
VLDL Cholesterol	Cholesterol Ratio	Total Iron	TIBC
Iron Saturation	Glucose	BUN	Creatinine
BUN/Creatinine Ratio	Sodium	Potassium	Chloride
Carbon Dioxide	Calcium	Protein	Albumin
Globulin	Albumin/Globulin Ratio	Total Bilirubin	TSH
AST (SGOT)	ALT (SGPT)	Hemoglobin	Hematocrit
White Blood Cell Count	Red Blood Cell Count	MCV	MCH
MCHC	RDW	Platelet Count	Neutrophils
Lymphocytes	Monocytes	Eosinophils	Basophils
Alkaline Phosphatase	Hemoglobin A1C	Direct Bilirubin	UIBC
Neutrophils (Absolute)	Lymphocytes (Absolute)	Eosinophils (Absolute)	Basophils (Absolute)
Monocytes (Absolute)	PSA (men age 40+)		

Results and Assistance

What feedback will I receive

Screening results are typically available online within three business days of the blood draw. You will also receive a customized, easy-to-read report at home within about a week. The report includes your results, relevant educational information, and personalized nurse notes about areas that may need attention.

If results require more immediate attention, an H&H nurse will contact you within approximately 72 hours of receiving your blood test results. With your consent, the nurse can forward the results to your physician for further evaluation.

Can I see my results online

Yes. Participants with an H&H Wellness Portal account receive a notification when results are ready, typically within 72 hours of their blood draw. Sign in at <https://wellness.hhhealthassociates.com> and select BIOMETRIC RESULTS to see your results, explanations, and reference ranges. Select HISTORICAL DATA to view or download prior H&H screening results.

What if I cannot complete the screening

Eligible non-union employees and spouses who are unable to complete the screening (for example, due to a medical condition or another circumstance that prevents participation) may qualify for a Reasonable Alternative Standard or accommodation to earn the premium discount. Contact an H&H Nurse at 800.832.8302, Monday–Friday, 8:30 a.m.–5 p.m. Central Time, as soon as possible so there is time to review your request before the applicable screening deadline. Individuals whose MTM medical coverage is not yet active must wait until coverage begins to participate.

Why does MTM offer this initiative

The initiative helps participants identify health risks early and receive information to support their health. It also helps MTM better understand overall workforce health needs and manage health care costs.

Who can I contact for additional information

For questions about eligibility, premium discounts or on-site event details, contact HR using the **MTM Benefit Hotline at 888-828-1316** or through a **Workday Help Case**. For registration, screening results, or accommodation requests, contact H&H Health Associates at 800.832.8302, Monday–Friday, 8:30 a.m.–5 p.m. Central Time.

Privacy and Confidentiality

How your health information is protected

H&H Health Associates is required by law to maintain the privacy and security of your personally identifiable health information. Individually identifiable lab results are held confidential and maintained in accordance with HIPAA. They are not shared with your employer or any third party except as necessary to respond to your request, such as sharing results with your medical provider, or as expressly permitted by law.

Protected health information obtained through this voluntary initiative will not be provided to your supervisors or managers and may never be used to make decisions about your employment. MTM may receive aggregate group reports. Participant names, necessary identifying information, and participation dates, including completion of an alternative standard when applicable, may be provided for billing, eligibility, and administration of incentives.

Protections from disclosure of medical information

Individually identifiable health information obtained through participation will be maintained by H&H Health Associates, Inc. for uses and disclosures permitted of covered entities under the federal HIPAA Privacy Rule and GINA. Although the initiative may use aggregate information to design programs based on identified workplace health risks, your personal health information will not be sold, exchanged, transferred, or otherwise disclosed except as permitted by law to carry out specific activities related to the initiative.

You will not be asked or required to waive the confidentiality of your health information as a condition of participating or receiving an incentive. Anyone who receives your information to provide services as part of the initiative will follow the same confidentiality requirements. All medical information obtained through the initiative will be maintained separately from personnel records. Information stored electronically will be encrypted, and information you provide will not be used in making any employment decision.

Appropriate precautions will be taken to avoid a data breach. If a data breach occurs involving information you provide in connection with the initiative, H&H will notify you.

You may not be discriminated against in employment because of medical information you provide through the initiative, nor may you be subjected to retaliation if you choose not to participate. If you have questions about this notice or protections against discrimination and retaliation, contact HR using the MTM Benefit Hotline at 888-828-1316 or through a Workday Help Case.