

BIOMETRIC SCREENINGS AND INCENTIVES / SURCHARGES FREQUENTLY ASKED QUESTIONS

June 2024

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What is a biometric screening?

The biometric screening is generally part of a complete wellness check done by a doctor or clinic, including a blood draw. Results of the biometric screening can help to identify various health risks and can allow the patient to work with a physician to address those risks. Results include:

- Blood pressure (systolic and diastolic)
- HbA1c
- HDL and total cholesterol
- Non-fasting glucose
- Height, weight, and waist circumference
- A nicotine test to screen for tobacco use

Is the biometric screening a full blood draw?

Yes. It will be a full venipuncture collection, which is a traditional blood draw, with biometric measurements. Two vials of blood will be drawn. The screening will include a nicotine test to screen for tobacco use.

Why does Honeywell require biometric screenings?

Honeywell is committed to the health, safety and wellbeing of our employees and their families. We believe completing these screenings gives you access to important information about your physical health, and is essential for your continued physical wellbeing.

Will employees and spouse/domestic partners have the opportunity to complete screenings while at work? There will be opportunities for employees at our larger facilities to schedule on-site screenings as has been done in prior years. Please be on the lookout for communications from your local HR team if your location is participating in on-site screenings. Certain sites may have restricted access to campus for spouses/domestic partners.

What if my location is not participating in on-site screenings? Employees and spouses/DPs can also complete your biometrics screening requirement by scheduling an appointment at a local Quest Diagnostics® Patient Service Center, or download a personalized Physician Results Form from the Quest Diagnostics® [website](#) for your doctor to complete during your annual physical.

When do I need to complete my biometric screening? We request that enrolled employees and spouses/DPs complete the screening requirement by **October 11, 2024**. If using a physician results form, completed form should be faxed or uploaded to Quest by **October 11, 2024**.

BIOMETRIC AND TOBACCO INCENTIVES FOR 2025 PLAN

What incentives are given for completing the biometrics screening? Upon completion of your biometric screening, Quest Diagnostics® will notify our wellbeing platform, Castlight, and you will automatically receive 100 wellbeing activity points that you can redeem for the chance to win quarterly sweepstakes prizes.

Are spouses/DPs eligible to receive wellbeing activity points upon completion of their biometric screening? No, only employees are eligible to receive activity points.

Do you have to be enrolled in Honeywell's Medical Plan to be eligible for the quarterly sweepstakes? No, we encourage you to complete the screening requirement even if you are not enrolled in our medical plan. **Note:** You must be registered with Castlight to be eligible to redeem the wellbeing activity points earned.

BIOMETRIC AND TOBACCO SURCHARGES FOR 2025 PLAN

Will I have to pay a surcharge if myself or my spouse/domestic partner do not complete the biometric screening? Yes. Employees and spouses/domestic partners enrolled in Honeywell's medical coverage during the 2025 plan year that do not complete the screening requirement will be subject to a surcharge up to \$1,000 per individual.

What is the maximum surcharge amount for 2024?

\$1,000 per individual is the maximum surcharge for 2025. **This also applies to covered spouses/ DPs.** If both you and your covered spouse/DP do not complete the screening, you will be subject to a \$2,000 surcharge.

If my spouse/DP or I am paying a tobacco surcharge in 2024, what can I do to remove the tobacco surcharge in 2025?

To avoid a tobacco surcharge in 2025, you can enroll in a tobacco cessation program through HealthResource or work with a Health Advocate to establish that you are not a tobacco user no later than October 11, 2024. To meet the participation requirement, you must enroll and complete at least one coaching call by October 11, 2024. Contact HealthResource at 1-800-944-4887.

How do I obtain results of a previous Quest screening?

Visit the [Quest for Health website](#), if already registered, or contact the Quest service center at 1-855-623-9355 for questions on how to access results from a previous screening. A comprehensive wellness report will also be mailed to your home about two weeks following your screening. When you register and schedule an appointment, you can provide your email address. Once the results of your screening are ready, Quest Diagnostics will notify you by email. When you receive this notification, you can log back into the Quest website to access your results.

How do I know if my new screening results were processed by Quest?

A comprehensive wellness report will be mailed to your home about two weeks following your screening. When you register and schedule an appointment, you can provide your email address. Once the results of your screening are ready, Quest Diagnostics will notify you by email. Your results will also be visible on Castlight if you have registered on that site. **Note you will only be able to view your HbA1c results on the Quest Diagnostics site.**

Are surcharges applicable if an employee only enrolls in a Honeywell-sponsored dental or vision plan?

No. Employees who enroll in dental coverage or vision coverage, but not medical coverage, will not be subject to surcharges.

Are surcharges applicable if an employee or spouse enrolls in the Tricare Supplement coverage (for retired members of the military)?

No. Employees and spouses who enroll in the Tricare Supplement plan will not be subject to these surcharges.

Are surcharges applicable if an employee is receiving severance pay or is enrolled in COBRA? No. If you are enrolled through COBRA, or receiving severance pay as of January 1st of the year following your biometric screening, you will not be assessed a biometric or tobacco surcharge.

Why does Honeywell apply a surcharge to tobacco users?

Improving health-related outcomes and the quality of life for employees while managing health care costs continues to be a challenge for U.S. employers and employees. Honeywell is self-insured, meaning the Company pays for employees' health care claims. A surcharge for tobacco users can help drive health care costs down, as smoking leads to diseases and causes health care costs to rise. Per the New England Journal of Medicine, health care costs for smokers at a given age are as much as 40 percent higher than those for nonsmokers. To help offset those higher costs, employees and spouse/domestic partner tobacco users enrolled in a Honeywell medical plan will pay \$1,000 more than non-tobacco users in 2025.

Is there a cost for the HealthResource tobacco cessation program?

HealthResource programs, including tobacco cessation support, are offered at no cost to Honeywell employees and their eligible family members.

What if I enroll in a tobacco cessation program and then fail to quit? Will I be charged the tobacco surcharge in 2025?

No. If an employee or covered spouse/DP enrolls in a HealthResource tobacco cessation program and is not successful at quitting, the surcharge will not apply in 2025.

What if I use a nicotine product such as a nicotine patch, nicotine gum, or e-cigarette, which do not include tobacco?

If you are using a nicotine patch, nicotine gum, or e-cigarette, you can contact HealthResource at 1-800-944-4887 to establish you are not a tobacco user by **October 11, 2024**. This information will be accepted on the honor system and is subject to Honeywell's Code of Business Conduct and Ethics Policy.

How do I indicate my tobacco use status if I submit my biometric screening results on a Physician Results Form?

If you have your physician complete the Physician Results Form and submit the form to Quest Diagnostics by October 11, 2024, you can self-report your tobacco status, and your doctor can indicate if you use tobacco products on the form. This will be accepted for applying or avoiding the tobacco surcharge in 2025. The Physician Results Form is accessible on the [Quest for Health website](#) – registration key: Honeywell2024. **All required fields on the Physician Results Form must be filled in for the form to be accepted by Quest Diagnostics.**

How is tobacco use tested in the biometric screening?

Nicotine will be tested through the biometric screening, which is a blood draw. The blood is tested for the presence of cotinine, an indicator for nicotine, which identifies whether an individual is a tobacco user. The biometric screening tests for the presence of cotinine from smoking or chewing tobacco or using a nicotine product such as the nicotine patch or gum.

If I am exposed to secondhand smoke but do not use tobacco, will I test positive for nicotine?

The nicotine test is designed so that the measurement to test positive for cotinine, which is an indicator for nicotine, is above the level you would expect to see for individual exposed to typical secondhand smoke.

Is it legal for Honeywell to impose a penalty if I am a tobacco user?

Honeywell's requirements and wellness program have been carefully designed to be compliant with the law. The federal government has determined that health care plans can charge a different premium for those who smoke or use tobacco products.

How can I confirm if I am paying a tobacco surcharge in the 2024 Plan Year?

You can view your current coverage and surcharges by accessing Benefit Center via HR Direct or by calling HR Help at 1-877-258-3699.

BODY MASS INDEX (BMI) / AT-RISK PENALTY FOR 2024 PLAN YEAR

Will I have to pay an At-Risk surcharge? The BMI/At Risk Penalty will not be applied for 2025.

ADDITIONAL BIOMETRICS FAQs

How do I register to complete a biometric screening?

Visit [Quest for Health website](#).

New users: Register and create a username and password and use the registration key: Honeywell2024.

Returning participants already registered with Quest: You can use last year's username and password.

How does my covered spouse/DP register to complete a biometric screening?

A spouse/DP can visit [Quest for Health website](#).

New users: Register and create a username and password and use the registration key: Honeywell2024. A spouse can enter the Employee ID +S (E123456S) as the identifier for eligibility verification, and his or her own date of birth.

Returning spouse/DP participants: You can use last year's username and password.

What if my spouse and I both work for Honeywell and only one of us has elected medical coverage, how should we register with Quest?

To ensure your biometric completion is processed accurately, please register under the employee ID that has elected the medical plan coverage for 2024.

If I registered with Quest Diagnostics in a prior year, will my previous username and password still be valid?

Yes. Returning users may login with their previously created username and password. If needed, use the **Forgot Your Username** or **Forgot Your Password** links to retrieve your login information.

What if I recently completed my annual preventive health visit and know my numbers from a biometric screening?

If you or your covered spouse have screening results from a visit any time since 1/1/2024, have your physician complete the Physician Results Form. You must select the physician results form option on the [Quest for Health website](#) and download a personalized physician results. Your results can be faxed in or reported and uploaded on the Quest website. **All required fields on the Physician Results Form must be filled in for the form to be accepted by Quest Diagnostics.**

If I am pregnant, am I required to complete a biometric screening?

If you are not able to complete a biometric screening due to pregnancy, please have your physician complete the Physician Results Form, using the most recent screening results that are available. You may also request an exception to submitting biometrics by contacting HealthResource at 1-800-944-4887 by **October 11, 2024** for more information.

If I have a significant medical situation and am not able to complete a biometric screening, can I request an exception?

If you are not able to complete a biometric screening due to a significant medical issue, you may request an exception to avoid a penalty. You may be entitled to a reasonable accommodation or an alternative standard. Contact HealthResource at 1-800-944-4887 by **October 11, 2024** for more information.

Do I need to fast prior to my biometric screening?

Fasting is not required for the biometric screening. Although, you will be asked at the time of your screening if you fasted or not.

If my results from a recent office visit are submitted on a Physician Results Form, how do I confirm the results are processed?

Once the results of your screening have been processed, Quest Diagnostics will notify you by email of completion. It can take up to 10 days to process the Physician Results Form.

For my medical plan to cover my annual well visit, am I required to wait a full calendar year between my annual well visits with my doctor?

If you are enrolled in a Honeywell medical plan, you are **not** required to wait a full year between annual well visits. The visits must be in different calendar years. For example, if you had a well visit anytime in 2023, you can have another well visit anytime in 2024. Preventive services, including annual adult well visits, are covered only when you see an in-network doctor.

Why did I receive an invoice for my screening with my physician?

When going to your physician all claims will be processed through normal claim channels, thus standard deductible, coinsurance and/or out-of-pocket expenses may be applicable. Although the biometric screening is a preventative screening, it may be helpful to speak with your provider regarding the coding they processed your visit under.

Do new hires need to complete the biometric screening requirement?

If you are hired after June 30th of the current year you are exempt from completing this requirement until the following calendar year. **Note: Employees part of the Carrier Global Access Solutions acquisition are also exempt from completing the biometric screenings in 2024.**

If my spouse/domestic partner is currently not enrolled into Honeywell medical plan, but plans to enroll during annual enrollment for the 2025 plan year how can do they complete the screening? Contact the Benefits Center by calling 877-258-3699 to add your future dependent. Please allow up to 10 business days for changes to appear across all vendors. Once your dependent has been added, follow the registration instructions.

How do I access HealthResource?

You can contact HealthResource to speak with a Health Advocate at 1-800-944-4887. You can also access HealthResource online.

Who is CareAllies?

The Honeywell HealthResource program is delivered through CareAllies, a health management company consisting of a team of health care professionals, including physicians, nurses, nutritionists, health educators, behavioral specialists, and medical decision support specialists who can help you make informed decisions and improve your quality of life. CareAllies is a subsidiary of Cigna HealthCare.

Will my manager or others at Honeywell obtain information about my health status?

Honeywell does not have access to individual employee screening and / or health results. Although the Program and Honeywell may use aggregate information collected to design a program based on identified health risks in the workplace, neither the Program nor the Service Providers will disclose any of your personal information either publicly or to Honeywell, except as necessary to respond to a request from you for a reasonable accommodation needed to participate in the Program, or as expressly permitted by law. Medical information that personally identifies you that is provided in connection with the Program will not be provided to your supervisors or managers and may never be used to make decisions regarding your employment.