

A1. Pace is committed to the well-being of our employees and is providing the incentive to encourage employees and their dependents to have annual preventive care examinations. The long-term impact of this program is to improve our employees' health which will also impact the overall cost of our health care plan, to which both employees and the University contribute.

A2. You will be required to submit a completed online Preventive Care Incentive Program Payment Form along with the first page only of the corresponding Explanation of Benefits (EOB) from the medical plan provider. The completed form is due no later than February 28, 2025 (although the preventive care examinations must be completed by December 31, 2024). Payment will be made, all at one time, on March 31, 2025. You must be actively employed, full-time, on March 31st to be eligible for this payment (unless you retire as a qualified retiree during the plan year). You will receive a confirmation email from University Benefits to notify you that your submission was received and is in good order.

A3. The only Pace employees that will see your EOB will be members of the University Benefits department. All members of University Benefits are required by HIPAA (Health Insurance Portability and Accountability Act) to keep all your personal health information confidential. This information will only be used for your personal health care. Your EOB form will

employee will receive the payment in total; we will not pay spouses/registered domestic partners directly.

A6. The covered procedures and payment schedule is based on your age and if applicable, your spouse/registered domestic partner's age on January 1, 2024.

A7. The covered procedures and payment schedule are based on your age and your spouse/registered