



NOTICE REGARDING PERDUE'S PREVENTIVE INCENTIVE PROGRAM

Perdue's Preventive Incentive Program (the "Program") is available to associates enrolled in one of the CareFirst medical plans sponsored by Perdue. The Program is completely voluntary.

Under the Program, you will be entered into a gift card drawing if you choose to have an annual physical examination (a "physical"). Although you are not required to have a physical, only enrollees who do have a physical will be entered in the gift card drawing. If you are unable to undergo a physical because of a medical condition, you may be able to enter the gift card drawing under an alternative standard. For more information contact Perdue Corporate Benefits at 410-543-3000.

Your physical will provide you and your doctor with information to help you understand your current health and potential risks. Once the medical claim for your physical is approved by CareFirst, you will be entered into the next monthly gift card drawing. Only the CareFirst personnel assisting with the Program will know whose names are entered. CareFirst will draw the name of the winner and will send only that name to Perdue's Benefits Department, who will then notify the winner.

CareFirst and Perdue Benefits Department will protect the information concerning your physical and the name of the winner as required by HIPAA. You will be notified in the event of a breach.

The information gathered in connection with the Program will be kept separate from your personnel file. It will not be provided to your supervisors or managers and may not be used to make decisions regarding your employment. You may not be discriminated against in employment because of the information gathered through your participation in the Program, nor may you be subjected to retaliation if you choose not to participate.

If you have questions or concerns regarding this notice, or about protections against discrimination and retaliation, please contact Perdue Corporate Benefits at 410-543-3000.

