



2026 Lexington County Employee Wellness Program

Once again, the County of Lexington will partner with Lexington Medical Center and the Lexington County Employee Health and Wellness Center, powered by Marathon Health, to sponsor the 2026 Lexington County Employee Wellness Program. This program is available to all employees who currently are and will be covered on County medical insurance for 2026. Employees who complete the program will receive a **\$250 incentive** deposited into a health reimbursement account or health savings account to use for qualified medical expenses beginning January 1, 2026.

In order to receive the \$250 incentive, participants must complete these 3 steps:

1. Go online to the [Marathon Health Portal](http://my.marathon-health.com) (<http://my.marathon-health.com>) and complete your Health Risk Assessment **between the dates of June 2, 2025 and July 4, 2025**. The Health Risk Assessment is located under Incentives in the “Incentives & Wellness” tab once logged into the site. (If you have login issues or if you have forgotten your username/password to the Marathon Health Portal, click the “Forgot Password or Username?” help links on the [Log In](#) screen).
2. Have a biometric screening completed by Lexington Medical Center at one of the scheduled sites below:
 - July 15, 2025 – Fleet Services Building
 - July 16, 2025 – Fleet Services Building
 - July 17, 2025 – County Administration Building – Second Floor Conference Rooms
 - July 22, 2025 – County Administration Building – Second Floor Conference Rooms
 - July 23, 2025 – County Administration Building – Second Floor Conference Rooms
 - July 24, 2025 – Fleet Services Building

NOTE: *All sessions are from 6:30 a.m. to 9:30 a.m. Details to sign up for an appointment will be released the first week in July. Labs completed outside of the biometric screening sessions, including labs performed at the Lexington County Employee Health & Wellness Center, will not be accepted. If you have had anything to eat or drink within 8 hours of your appointment, your labs will not be drawn.*

3. Participants whose biometric screening results fall inside a medically specified normal range will **not** have to complete any further steps. Should a screening result fall outside of a medically specified normal range, the participant will have to attend one health coaching visit **by September 30, 2025**. A Registered Nurse health coach will be coming to many worksites for convenient appointments. Virtual health coaching appointments will also be available. Further details will be sent out in August.

No partial incentives will be given.

Covered spouses are eligible to participate in the steps of the program, however, only employees are eligible to receive the incentive. No children, regardless of age, can participate in the program.

Feel free to contact Human Resources at 803-785-8225 with any questions regarding the program.

NOTICE REGARDING WELLNESS PROGRAM

The 2026 Lexington County Employee Wellness Program is a voluntary wellness program available to all employees covered on the County Health Plan. The program is administered according to federal rules permitting employer-sponsored wellness programs that seek to improve employee health or prevent disease, including the Americans with Disabilities Act of 1990, the Genetic Information Nondiscrimination Act of 2008, and the Health Insurance Portability and Accountability Act, as applicable, among others. If you choose to participate in the wellness program you will be asked to complete a voluntary health risk assessment or "HRA" that asks a series of questions about your health-related activities and behaviors and whether you have or had certain medical conditions (e.g., cancer, diabetes, or heart disease). You will also be asked to complete a biometric screening, which will include a blood pressure and BMI assessment as well as a blood test that checks your risk for developing coronary heart disease and diabetes. Specifically, the blood test will include a lipid profile (total cholesterol, HDL, LDL and triglycerides) and a glucose test. Further, employees whose HRA or biometric screening results are outside of a normal range will need to complete one health coaching visit with the Lexington County Employee Health and Wellness Center in order to be eligible for the incentive. You are not required to complete the HRA or to participate in the biometric screening or health coaching.

However, employees who choose to complete the wellness program will receive an incentive of \$250 deposited into a health reimbursement account or health savings account for completing the HRA, biometric screening and health coaching visit (if applicable) during the specified time periods. Although you are not required to complete the HRA or participate in the biometric screening/health coaching, only employees who do so will receive a \$250 deposit into a health reimbursement account or health savings account.

If you are unable to participate in any of the health-related activities or achieve any of the health outcomes required to earn an incentive, you may be entitled to a reasonable accommodation or an alternative standard. You may request a reasonable accommodation or an alternative standard by contacting Human Resources at (803) 785-8225.

The information from your HRA and the results from your biometric screening will be used to provide you with information to help you understand your current health and potential risks, and may also be used to offer you services through the wellness program, such as health coaching provided at the Lexington County Employee Health and Wellness Center. You also are encouraged to share your results or concerns with your own doctor.

PROTECTIONS FROM DISCLOSURE OF MEDICAL INFORMATION

We are required by law to maintain the privacy and security of your personally identifiable health information. Although the wellness program and the County of Lexington may use aggregate information it collects to design a program based on identified health risks in the workplace, the 2026 Lexington County Employee Wellness Program will never disclose any of your personal information either publicly or to the employer, except as necessary to respond to a request from you for a reasonable accommodation needed to participate in the wellness program, or as expressly permitted by law. Medical information that personally identifies you that is provided in connection with the wellness program will not be provided to your supervisors or managers and may never be used to make decisions regarding your employment.

Your health information will not be sold, exchanged, transferred, or otherwise disclosed except to the extent permitted by law to carry out specific activities related to the wellness program, and you will not be asked or required to waive the confidentiality of your health information as a condition of participating in the wellness program or receiving an incentive. Anyone who receives your information for purposes of providing you services as part of the wellness program will abide by the same confidentiality requirements. The only individual(s) who will receive your personally identifiable health information is (are) licensed clinicians working for Lexington Medical Center or Marathon Health in order to provide you with services under the wellness program.

In addition, all medical information obtained through the wellness program will be maintained separate from your personnel records, information stored electronically will be encrypted, and no information you provide as part of the wellness program will be used in making any employment decision. Appropriate precautions will be taken to avoid any data breach, and in the event a data breach occurs involving information you provide in connection with the wellness program, we will notify you immediately.

You may not be discriminated against in employment because of the medical information you provide as part of participating in the wellness 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 Human Resources at (803) 785-8225.