

Tobacco/Nicotine Attestation

Plan Period: January 1, 2025 – December 31, 2025

To support the overall health and wellness of our employees by discouraging the use of tobacco and nicotine* products, any employee covered under a Dura Shiloh medical plan who has used tobacco and/or nicotine-containing products within the last six months will be assessed a surcharge of \$75.00 per month.

Tobacco is defined as all tobacco-derived or nicotine-containing products, including but not limited to:

- Cigarettes, electronic cigarettes and any vaping device (e.g., clove, bidis, kreteks)
- Cigars and cigarillos
- Hookah smoked products
- Pipes
- Oral tobacco and nasal tobacco (e.g., smokeless, spit, spitless, chew and snuff)
- Products intended to mimic tobacco products or deliver nicotine

Nicotine is an addictive chemical commonly known for its presence in tobacco.

Please certify your current status by checking the appropriate box:

I have used tobacco/nicotine* products in the last six months.

☐ **Yes**

☐ **No**

*Other than for the purpose of cessation (i.e. the use of nicotine-containing products approved by the FDA such as: gum, patches, sprays inhalers or lozenges are allowed)

** If you complete a tobacco cessation program through Marquee Health by March 3, 2025, the surcharge will remain in place until the program has been completed and HR has received record of completion. The surcharge will be stopped and you will receive a refund of the amount that has been collected. New hires have 90 days from date of hire to sign-up and complete the program. Contact Human Resources for more information on enrolling in a program.

I understand and agree to the above statements.

Employee Name (printed)

Employee Location (printed)

Employee Signature

Date Signed

Your health plan is committed to helping you achieve your best health. Rewards for participating in a wellness program are available to all employees. If you think you might be unable to meet a standard for a reward under this wellness program, you might qualify for an opportunity to earn the same reward by different means. Contact Human Resources and we will work with you (and, if you wish, with your doctor) to establish an alternative goal with the same reward that is right for you in light of your health status.