NOTICE FOR NOV WELLNESS PROGRAM

Rules published on May 17, 2016, under the Americans with Disabilities Act (ADA) require employers that collect employee health information as part of its Wellness Program to provide a notice to employees informing them what information will be collected, how it will be used, who will receive it, and measures done to keep it confidential. To comply with these rules, National Oilwell Varco (NOV) has provided employees this Notice regarding the NOV Wellness Program.

NOTICE REGARDING NOV WELLNESS PROGRAM

NOV Wellness Program is a voluntary program available to all employees and eligible spouses ("Participants"). The program is administered in accordance with applicable federal laws permitting employer sponsored Wellness Programs that seek to improve employee health or prevent disease, including, but not limited to the Americans with Disabilities Act of 1990, the Genetic Information Nondiscrimination Act of 2008, and the Health Insurance Portability and Accountability Act. Participants of the NOV Wellness Program will be invited to complete a voluntary health assessment or "HA" from the NOV Wellness Program Mobile platform that asks a series of questions about participants' health-related activities, behaviors, and certain medical conditions (e.g., cancer, diabetes, or heart disease). Participants will also be invited to complete a biometric screening, which will include a fingerstick or fasting venipuncture test to measure cholesterol levels and risk for diabetes, blood pressure readings, Body Mass Index (BMI), body fat percentage and waist circumference. Participants are not required to complete the HA or to participate in the biometric screening or other medical examinations.

Participants who choose to participate in the NOV Wellness Program will receive incentives of up to $350 in rewards for activities on the CarePlus Mobile Health application, biometric screening completion and Health Assessment completion. Although no participant is required to complete the HA, participate in the biometric screening, or complete activities on CarePlus Mobile Health, only those Participants who complete a biometric screening or the Health Assessment or engage in activities on the Mobile application will receive the incentive.

Additional incentives are available for medical enrolled employees and/or their spouses for closing Gaps in Care ($25 each) and "Ovia Health" prenatal program (up to $400) for qualified medical enrolled participants with rewards through employee payroll for voluntary program completion. If you are unable to participate in any of the health-related activities to earn an incentive, you may be entitled to a reasonable accommodation.

Participant HA information and biometric screening result will be provided to the Participant to help understand current health and potential risks. The results may also be used to offer additional services through the Wellness Program, such as online coaching videos within the NOV Wellness Program Mobile platform and Condition and Case Management programs offered through Quantum Health, your NOV third party administrator. Participants are encouraged to share their results or concerns with their 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 NOV Wellness Program and NOV may use aggregate information it collects to design a program based on identified health risks in the workplace, NOV 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 NOV 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 NOV 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 NOV Wellness Program will abide by the same confidentiality requirements. The only individuals who will receive your personally identifiable health information are with organizations who have signed HIPAA Business Associate agreements designed to protect your personal health information with NOV who will receive information necessary to provide you with services under the NOV Wellness Program.

In addition, all medical information obtained through the NOV 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 NOV 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 NOV Wellness Program, we will notify you immediately and take any other action as required by applicable law.

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, reasonable accommodations, or about protections against discrimination and retaliation, please contact your Human Resources representative.

NOV Wellness Program Components:

Incentive	Value (paid to employee paycheck quarterly)	Eligibility
Annual Health Assessment	$75	All U.S. Employees and NOV BCBS-Enrolled Spouses
Annual Biometric Screening	$75	NOV BCBS-Enrolled Employees and Spouses
Annual Points Program	Up to $200 ($50 per level)	All U.S. Employees and NOV BCBS-Enrolled Spouses
Gap in Care	$25 each gap closed	NOV BCBS-Enrolled Employees and Spouses
Ovia Health Prenatal Program	$400 ($100 ea. 1st and 2nd trimesters; $200 graduation)	NOV BCBS-Enrolled Employees and Spouses

Please note - rewards subject to change. Please find the most current rewards on the NOV Benefits portal: https://usbenefits.nov.com/well-being/