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Health Care Initiatives  
General Motors Company  
300 Renaissance Center  
MC: 487-C10-092  
Detroit, MI 48265-3000

November 19, 2009

Office of Health Plan Standards and Compliance Assistance  
Employee Benefits Security Administration, Room N-5653  
United States Department of Labor  
200 Constitution Avenue, NW  
Washington D.C. 20210

Attention: Regulatory Information Number 1210-AB27

I am writing to express our serious concerns about the potential adverse impact of the final rules implementing Title II of the Genetic Information Nondiscrimination Act of 2008 (GINA). General Motors (GM), feels that the exclusion of family history questions will prevent programs from providing the greatest value to enrollees.

GM provides health coverage to more than 850,000 U.S. employees, retirees and their dependents. By implementing these rules, we will greatly limit the identification of those who would benefit most from our medical management and wellness programs.

GM uses voluntary health assessments to identify individuals' health risks and offer programs and benefits to help individuals make behavior changes based on those risks. The responses on the health assessments are used to refer enrollees to medical management programs (case management, disease management) and wellness programs. By offering these types of programs the expectation is to slow down the cost of health care and see individuals maintain and improve their health or change health behaviors. These programs are intended to teach behavior change and encourage enrollees to take personal accountability that will improve their health.

GM's research on incentives for participation in wellness and management programs has shown that they do in fact drive significant increases in participation, particularly when it comes to the completion of a health assessment. Although GM does not offer an incentive at this time, our wellness strategy includes incentives in the future. GM feels that this will motivate individuals to participate in valuable programs and complete health assessments.

Thank you for your consideration of these important issues.



Sincerely,

*/s/ Shelly Hoffmann*

**Shelly Hoffmann**  
Director, GM Health Care

cc: **The Honorable Timothy Geithner, Secretary, U.S. Department of Treasury**  
**The Honorable Kathleen Sebelius, Secretary, U.S. Department of Health and Human Services**  
**The Honorable Hilda Solis, Secretary, U.S. Department of Labor**  
**Stuart J. Ishimaru, Acting Chairman, U.S. Equal Employment Opportunity Commission**  
**Robert Kocher, MD, Special Assistant to the President, National Economic Council, The White House**  
**Ezekiel Emanuel, MD, Special Advisor for Health Policy, Office of the Director, Office of Management and Budget**