



November 16, 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

Dear Sir/Madam:

Re: Regulatory Information Number 1210-AB27

I would like to respond to the Request for Information on title I of the Genetic Information Nondiscrimination Act of 2008 (GINA) on behalf of Saint-Gobain Corporation. I am writing to express our serious concerns about the adverse impact of the interim final rules on employer-sponsored wellness and disease programs. We are also respectfully requesting that you rescind the regulations.

Saint-Gobain's health plan vendors use voluntary health assessments to identify individuals with health risks. Those plan members are then referred to disease management programs and other behavioral change initiatives with the intent to help those members manage their health condition. HRA's (health risk assessments) are also the critical component of our wellness program. All of these programs have been successful in slowing the rising cost of health care for our organization.

Health assessments that include questions about family medical history are critical in identifying members who may benefit from targeted wellness initiatives and disease management programs. Without family medical history, health plans will lose access to important information that could identify a key risk factor. This in turn could eliminate opportunities for early intervention and treatment. The rules will impair our ability to coordinate care, improve medical outcomes and lower costs. Once again, we respectfully request that you rescind the regulations.

Sincerely,

A handwritten signature in black ink, appearing to read "Robert Pierce", written over a white background.

Robert Pierce  
Vice-President, Benefits and Compensation

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cc: The Honorable Timothy Geithner  
The Honorable Kathleen Sebelius  
The Honorable Hilda Solis  
Stuart J. Ishimaru  
Robert Kocher, MD  
Ezekiel Emanuel, MD