Unilever

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November 17, 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

Attn: Regulatory Information Number 1210-AB27

We are writing to express our serious concerns regarding the final regulations dated October 7, 2009 of The Genetic Information Nondiscrimination Act of 2008 (GINA).

Unilever is a global consumer products company with operations in over 100 countries employing 12,000 people in the United States. Unilever's mission is to add Vitality to life. We meet everyday needs for nutrition, hygiene and personal care with brands that help people look good, feel good and get more out of life. Vitality is also at the heart of our value proposition for our employees; our Health Improvement Program provides services and resources to help employees and their families live healthier lives.

The cornerstone of our Health Improvement Program is the Health Risk assessment, supported by one-on-one health coaching and disease management. We contract with a third party vendor to administer a voluntary, confidential Health Risk Assessment (HRA) that is viewed by employees and adult dependents as a value added benefit. Upon completion of the HRA, employees receive a confidential health report that identifies their opportunities to mitigate potential health risks. The family history questions are critical to the HRA to allow employees to see a complete picture of their health and take appropriate action.

A key driver to participation and adoption of healthy lifestyles is the incentive program. We know from market data that the good results we have seen to date with employees and adult dependents participation is due to the fact that Unilever offers incentives to drive participation. The GINA regulations in their current form will have unintended consequences of encouraging fewer employees to adopt healthy lifestyles.

The downstream effect is that our comprehensive health program will be limited in its ability to provide targeted health resources to employees. We view wellness as a critical means to controlling healthcare costs for both the Company and the employees.

From an administrative perspective, it will be extremely burdensome to comply this year with the regulations. We have estimated the cost to do so to be at least $1 million.

Again, thank you for your consideration on this important issue.

Please feel free to contact me or Pascale Thomas, Director, Benefits, North America, at (201) 894-2536 if you have questions or would like to discuss our concerns in further detail.

Sincerely,

Fiona C. Laird

cc: David Lustig, Vice President - Global External Affairs, Unilever U.S. Government Relations & Public Affairs
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