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Notice Regarding the Women's Health and Cancer Rights Act

The Women's Health and Cancer Rights Act ("WHCRA") provides protections for individuals who elect breast reconstruction after a mastectomy. In accordance with federal law related to mastectomy benefits, the Plan provides coverage for the following:

- All stages of reconstruction of the breast on which a mastectomy is performed;
- Surgery and reconstruction of the other breast to produce a symmetrical appearance;
- Prostheses; and
- Treatment of physical complications of all stages of mastectomy, including lymphedema.

The above benefits are subject to the Plan's annual deductibles and co-insurance provisions.

Federal law requires that all participants be notified of this coverage annually.