

Dear Participant:

The Women's Health and Cancer Rights Act (WHCRA), signed into law on October 21, 1998, amended ERISA and the Public Health Service Act by including important protections for mastectomy patients who elect breast reconstruction in connection with a mastectomy. An eligible patient who is receiving benefits in connection with a mastectomy will be eligible for the following benefits in a manner determined in consultation with the attending physician and the patient, for:

- 1) All stages of reconstruction of the breast on which the mastectomy has been performed.
- 2) Surgery and reconstruction of the other breast to produce symmetrical appearance.
- 3) Coverage for prostheses and physical complications of all stages of mastectomy, including lymphedema.

Such coverage is subject to all plan provisions, limitations and requirements outlined in your Summary Plan Description.

We are pleased to confirm that the (Company Name) Employee Benefit Plan is in compliance with these requirements.

If you have any questions regarding this benefit, please consult your Summary Plan Description for specific plan benefits or contact your Human Resources Representative at

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Sincerely,