

WOMEN'S CANCER RIGHTS NOTIFICATION

To All Participants under the Employee Benefit Plan:

Dear Participant or Beneficiary:

As you know, the Employee Benefit Plan provides coverage for mastectomies. As part of this coverage, the Plan also covers the procedures necessary to effect reconstruction of the breast on which the mastectomy was performed, as well as the cost of prostheses and treatment for physical complications of all stages of mastectomy, including lymphedemas. However, we wish to make certain that you are aware that the Plan also covers any surgery and reconstruction of the other breast to achieve a symmetrical appearance.

For any participant or beneficiary of the Plan who is receiving Plan benefits for a mastectomy and who elects breast reconstruction in connection with such mastectomy, the Plan will provide coverage for any necessary surgery and reconstruction of the breast on which the mastectomy was not performed in order to produce a symmetrical appearance.

This coverage will be subject to all other Plan provisions.