



TO: Employees Eligible to Participate in the Group Health Plan
FROM: Mary Anthouard, Benefits Specialist
RE: Notice of Rights to Reconstructive Surgery Following Mastectomy

On October 21, 1998, the Women's Health and Cancer Rights Act of 1998 became effective for your medical plan. This law requires group health plans that provide coverage for mastectomies to also provide coverage for reconstructive surgery and prostheses following mastectomies. As required under the law, we will provide you with this information upon your enrollment and annually thereafter.

The law mandates that a participant or eligible dependent who is receiving benefits, on or after the law's effective date for a covered mastectomy and who elects breast reconstruction in connection with the mastectomy, will also receive coverage for:

- all stages of reconstruction of the breast on which the mastectomy has been performed;
- surgery and reconstruction of the other breast to produce a symmetrical appearance; and
- prostheses and treatment of physical complication of all stages of mastectomy, including lymph edemas.

This coverage will be provided with the patient's attending physician and will be subject to the same annual deductible, coinsurance and/or copayment provisions otherwise applicable under the Plan.

If you have any questions about coverage for mastectomies and post-operative reconstructive surgery, please contact me at (248) 489-3354 or via email at mary.anthouard@farmington.k12.mi.us