

Memo

To: All Employees
From: Human Resources
CC: Michael Yeh and Lisa Kao
Date: 12/1/2009
Re: Women's Health and Cancer Rights Act Annual Notice

The Women's Health and Cancer Rights Act of 1998 (WHCRA) requires group health plans and insurers that provide coverage for mastectomies to also provide coverage for reconstructive surgery after the mastectomy, in the manner determined by the attending physician and the patient for:

- Reconstruction of the breast on which the mastectomy was performed;
- Surgery and reconstruction of the other breast to produce a symmetrical appearance;
- Prostheses and treatment of physical complications at all stages of mastectomy, including lymph edema.

Group health plans and health insurers may not deny eligibility to enroll, renew or continue group health plan coverage to avoid providing coverage for breast reconstruction or mastectomy complications. Further, the law prohibits:

- Penalizing or otherwise reducing or limiting the reimbursement of an attending physician for the required care;
- Providing any incentive (monetary or otherwise) to induce the attending physician to provide care that would be inconsistent with the law.

The above-described coverage required by the law may only be subject to the annual deductibles, co-payments, and coinsurance provisions that apply to similar benefits.

Please contact your HR representative if you have additional questions.