

NOTICE OF COMPLIANCE WITH THE WOMEN'S HEALTH AND CANCER RIGHTS ACT OF 1998

The Women's Health and Cancer Rights Act of 1998 (WHCRA) amended the Employee Retirement Income Security Act of 1974 (ERISA). WHCRA requires group health plans that provide mastectomy coverage to notify participants and beneficiaries of their rights to certain mastectomy-related benefits.

Your Tony's Foodland Plan currently provides coverage for mastectomies and the related benefits required under WHCRA.

For individuals receiving mastectomy-related benefits, coverage will be provided 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 was performed;
- 2) surgery and reconstruction of the other breast to produce a symmetrical appearance;
- 3) prostheses; and
- 4) treatment of physical complications of the mastectomy, including lymphedema.

These benefits will be provided subject to the same deductibles and coinsurance applicable to other medical and surgical benefits provided under the Plan.

For more information about WHCRA benefits, contact Tony Hunter at Tony's Foodland at 615-876-2203.