

## Important HealthFlex Information from Wespath — New Hire

---

Under federal laws and regulations, including the Health Insurance Portability and Accountability Act of 1996 (HIPAA), Wespath is required to provide certain health care notices to you upon becoming eligible or enrolling into HealthFlex<sup>1</sup> (the “Plan”) and at certain other times. The following is a list of the required notices and a brief description of each notice.

- **Coverage for Reconstructive Surgery Following Mastectomy**  
This notice describes the mastectomy-related benefits under the Women’s Health and Cancer Rights Act of 1998 (WHCRA).
- **HealthFlex Notice of Privacy Practices**  
This notice explains your rights and the Plan’s legal duties with respect to protected health information (PHI) and how the Plan may use and disclose PHI.
- **Important Notice About Your Prescription Drug Coverage and Medicare**  
This notice contains information about current prescription drug coverage under the Plan and about options under Medicare Part D’s prescription drug coverage. It also explains what happens to your Plan coverage if you decide to join a Medicare Prescription Drug Plan.
- **Special Enrollment and Change of Status Event Provisions**  
This notice describes the Special Enrollment Events which may allow you and your eligible dependents to enroll into the Plan upon the loss of other health coverage or make election changes if you are currently enrolled.

To obtain a copy of these notices, please visit [wespath.org/r/hfnotices](https://wespath.org/r/hfnotices). You may also obtain a copy by contacting Wespath at **1-800-851-2201**. Representatives are available Monday through Friday from 8:00 a.m. to 6:00 p.m., Central time.