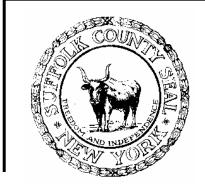
21-08



OFFICE OF THE COUNTY EXECUTIVE ALL-EMPLOYEES MEMORANDUM

DATE: October 1, 2008

EMPLOYEE MEDICAL HEALTH PLAN OF SUFFOLK COUNTY (EMHP)

ANNUAL NOTICE OF WOMEN'S HEALTH AND CANCER RIGHTS ACT OF 1998

In accordance with Federal law, group health plans who provide medical and surgical benefits in connection with a mastectomy must provide benefits for certain reconstructive surgery. In the case of a participant or beneficiary who is receiving benefits under the Plan in connection with a mastectomy and who elects breast reconstruction, federal law requires coverage in a manner determined in consultation with 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 symmetrical appearance; and
- * prostheses and treatment of physical complications at all stages of the mastectomy, including lymph edemas.

Benefits are available in and out of network. If you use out-of-network benefits, this coverage is subject to EMHP's annual deductibles and 20% coinsurance provisions. These provisions are generally described in the EMHP Benefit Booklet.

Iffy w. gah

Deputy County Executive & Chief of Staff

<u>Distribution</u> One copy per employee