



Fermilab

September 15, 2006

To: All Eligible Employees

From: Fermilab Benefits Office

Subject: Women's Health and Cancer Rights Act

One of the provisions of the Women's Health and Cancer Rights Act of 1998 requires employers to remind health plan members during the open enrollment period of their rights under this law.

On October 21, 1998 group health plans that provide benefits in connection with a mastectomy must provide benefits for certain reconstructive surgery. This includes reconstruction of the breast on which a mastectomy has been performed, surgery and reconstruction of the other breast to produce a symmetrical appearance and prosthesis and physical complications of all stages of mastectomy, including lymph edemas.

The law also states "the services will be considered in a manner determined in consultation with the attending physician and the patient." In other words, you and your physician will determine the most appropriate treatment for your individual situation.

Coverage of these services is subject to the terms and conditions of your health plan, including your plan's normal co-payment, annual deductibles, and coinsurance provisions.