

Women's Health and Cancer Rights Act Notices

The Women's Health and Cancer Rights Act (WHCRA) requires annual distribution of a notice to all participants and beneficiaries in a group medical plan advising them of their rights to post-mastectomy breast reconstruction. The DOL has approved using an abbreviated notice to fulfill the annual notice requirement, but most employers do not use it. A more detailed notice (see DOL model enrollment notice below) is required at enrollment and it is easier for most employers to use the same text for both notices. For additional details on WHCRA, see [WHCRA and Michelle's Law Requirements](#).

DOL Model Enrollment Notice

If you have had or are going to have a mastectomy, you may be entitled to certain benefits under the Women's Health and Cancer Rights Act of 1998 (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:

- All stages of 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 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 this plan. Therefore, deductibles and coinsurance apply per applicable medical plan provisions. For more detailed information, please go to www.Engilitycorp.com/benefits.

If you would like more information on WHCRA benefits, contact the Benefits office at Engility.Benefits@engilitycorp.com.