

SPECIAL NOTICE CONCERNING
The Women's Health and Cancer Rights Act of 1998

TO: Kenyon College Employees and Retirees Enrolled in the Central Benefits Health Plan

FROM: The Office of Human Resources

Beginning in 1999, Kenyon College, as your group health Plan Sponsor, is required to notify you annually that Federal law requires the group health plan to provide coverage for the following services to an individual receiving benefits in connection with a covered mastectomy:

- Reconstruction of the breast on which the mastectomy has been performed;
- Surgery and reconstruction of the other breast to produce a symmetrical appearance; and
- Prostheses; and
- Treatment of physical complications for all stages of a mastectomy, including lymphedemas (swelling associated with the removal of lymph nodes.)

Kenyon's health plan is in full compliance with these requirements. The extent to which any of these items are appropriate, following a mastectomy, is a matter to be determined by consultation between the attending physician and the patient. As with all covered expenses, the coverage described in this notice will be subject to all limitations (including but not limited to any applicable deductible, coinsurance or maximum benefit) under our plan.