NOTICE TO INDIVIDUALS ENROLLED IN THE UNIVERSITY OF UTAH EMPLOYEE HEALTH CARE PLAN

Group health plans sponsored by state and local governmental employers must generally comply with Federal law requirements in title XXVII of the Public Health Service Act. However, these employers are permitted to elect to exempt a plan from the requirements listed below for any part of the plan that is "self-funded" by the employer, rather than provided through a health insurance policy.

The University of Utah has elected to exempt the University of Utah Employee Health Care Plan, which is self-funded, from all of the following requirements:

1. Protection against limiting hospital stays in connection with the birth of a child to less than 48 hours for a vaginal delivery, and 96 hours for a cesarean section. The University’s Plan will cover medically necessary hospital stays in accordance with the recommendation of the member’s health care provider.

2. Protections against having benefits for mental health and substance use disorders be subject to more restrictions than apply to medical and surgical benefits covered by the plan. The University’s Plan will continue to provide limited mental health and substance use disorder benefits.

3. Certain requirements to provide benefits for breast reconstruction after a mastectomy. The University’s Plan will continue to cover reconstruction and other benefits.

4. Continued coverage for up to one year for a dependent child who is covered as a dependent under the plan solely based on student status, who takes a medically necessary leave of absence from a postsecondary educational institution. The University allows students to miss one semester each calendar year and retain their student status.

The exemption from these Federal requirements will be in effect for the plan year beginning July 1, 2015 and ending June 30, 2016. The election may be renewed for subsequent plan years.