

MEMORANDUM

TO: The University of Findlay Community
FROM: The Office of Human Resources
RE: Mastectomy Notice
DATE: February 4, 2009

Effective on October 21, 1998, the Omnibus Consolidate & Emergency Supplemental Appropriation Act [HR4328] was signed into law. This Act provides the following benefit and requires notification of employees on an annual basis.

The University of Findlay's Benefit Plan provides benefits for mastectomy-related services as required by the Women's Health and Cancer Act of 1998 including:

- Reconstruction of the breast on which the mastectomy was performed,
- Surgery and reconstruction of the other breast to produce a symmetrical appearance, and
- Prosthesis and treatment of physical complications of all stages of mastectomy including lymphedemas [lymph node involvement].

Please call the Office of Human Resources if you have any questions (ext. 4528).