

Women's Health and Cancer Rights Act (WHCRA) Notice

If you have had or are going to have a mastectomy and you have health coverage through the REI Benefits Plan, you are 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
- Treatment of physical complications of the mastectomy, including lymphedema

These benefits will be provided subject to the same deductibles, coinsurance and copays applicable to other medical and surgical benefits provided under the health coverage of the REI Benefit Plan. For more information, call the Employee Service Center at **1-800-999-4734** or at **hrhr@rei.com**.