

Tap into your **BENEFITS**

It's time to make
your 2026 elections.

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YOUR 2026 BENEFITS

From no-cost preventive care to getting the right care when an injury or illness occurs — having access to affordable health care provides peace of mind. Watts makes this investment to help you and your family stay as healthy as possible and to provide financial protection when the unexpected happens.

This overview provides a high-level summary of your key benefits. To learn more about the full range of your benefits visit tapintowattsbenefits.com.





Medical Benefits

Watts offers you high-quality medical and prescription drug benefits. All plans provide 100% coverage for routine annual physicals (and associated diagnostic lab tests) and well-woman exams. Routine, age- and gender-appropriate screenings, such as mammograms and colonoscopies, are also 100% covered. Watts pays the majority of the costs for coverage and services for both in- and out-of-network providers. However, choosing in-network providers helps keep your costs lower.

MEDICAL PLAN OPTIONS

1 Choice of Two Different Health Plans with a Health Savings Account (HSA): HSA Basic and HSA Plus

- Both plans are high-deductible health plans with a company-funded savings account. Watts provides annual funding of \$200 for Individual or \$400 for 2-Person/Family coverage.
- You may also contribute additional pre-tax monies up to a *combined total* (company contribution plus your contributions) of \$4,400 for Individual or \$8,750 for 2-Person/Family coverage for current or future health care expenses. If you are age 55 or older, you may make additional pre-tax catch-up contributions of up to \$1,000 a year.
- Your HSA balance stays with you after you leave the plan or the company.
- You pay for prescriptions with a copay **after you've met your deductible**.
- The HSA Basic plan has a higher deductible and lower payroll contributions, while the HSA Plus plan has a lower deductible and higher payroll contributions, giving you the flexibility to decide how you want to pay for your health care.

2 Preferred Provider Organization (PPO)

- The PPO is a low-deductible health plan that uses copays for doctor visits and prescription drugs.
- There isn't a company-funded account, but you can contribute to a Health Care Flexible Spending Account (FSA) to set aside money using pretax dollars for eligible medical, dental, or vision expenses.

For More Information

Visit myuhc.com or call UnitedHealthcare at **855-619-6727**.

All medical plan options include prescription drug coverage, offered through Express Scripts.

Important Information about Health Savings Account (HSA) Eligibility

The IRS has strict requirements for who may contribute to an HSA. In addition to being enrolled in a qualified HSA medical plan (such as the UnitedHealthcare HSA Basic or HSA Plus through Watts Water), you **may not have** other health coverage, including through a spouse's medical or prescription drug plan. Other examples of health coverage that **disqualifies** you from making HSA contributions include:

- A general purpose Health Care Flexible Spending Account (for either you or your spouse)
- Medicare (Part A or Part B)
- TRICARE (health coverage for active-duty military members, retirees and their families)

Medical Plans at-a-Glance

	HSA BASIC		HSA PLUS		PPO	
	In-Network	Out-of-Network	In-Network	Out-of-Network	In-Network	Out-of-Network
Deductible Individual/2-Person or Family	\$4,000/ \$8,000	\$8,000/ \$16,000	\$2,000/ \$4,000	\$4,000/ \$8,000	\$1,000/ \$2,000	\$4,000/ \$8,000
Deductible Rules	If enrolled in 2-Person or Family coverage, Family deductible must be satisfied before the plan begins sharing expenses for any individual.				If enrolled in 2-Person or Family coverage, no individual in the family has to satisfy more than the individual deductible.	
HSA Annual Company-Funding	\$200/Individual \$400/2-Person or Family				No — but FSA is available	
Out-of-Pocket Maximum Individual/2-Person or Family	\$6,000/ \$9,100*/ \$12,000	\$12,000/ \$18,200*/ \$24,000	\$6,000/ \$8,150	\$10,000/ \$20,000	\$4,000/ \$8,000	\$8,000/ \$16,000
Routine Preventive Care [†]	No charge					
Diagnosis/Treatment Office Visit and Specialist Visit	20% after deductible	40% after deductible	20% after deductible	40% after deductible	\$30 PCP/ \$50 Specialist	50% after deductible
Diagnostic/Imaging Tests	20% after deductible	40% after deductible	20% after deductible	40% after deductible	25% after deductible	50% after deductible
Emergency Room Visit	20% after deductible				\$150 copay	
Hospital Inpatient Services	20% after deductible	40% after deductible	20% after deductible	40% after deductible	25% after deductible	50% after deductible
Prescription Drugs (via Express Scripts)						
Network Only						
Generic	\$15 copay after deductible				\$15 copay	
Preferred Brand	\$30 copay after deductible				\$30 copay	
Non-preferred Brand	\$60 copay after deductible				\$60 copay	
Mail Order or 90-Day Retail Supply						
Generic	\$30 copay after deductible				\$30 copay	
Brand	\$60 copay after deductible				\$60 copay	
Non-preferred Brand	\$120 copay after deductible				\$120 copay	

* Individual within a family

† Includes pediatric, GYN, family planning, screenings, and immunizations

Consider Your Benefit Choices Carefully

Except during Open Enrollment, you can't change certain benefit elections unless you have a qualified change in status, such as marriage, divorce, the birth or adoption of a child, or certain employment-related status changes.

REGISTER WITH EXPRESS SCRIPTS FOR EASY ACCESS TO YOUR PRESCRIPTION DRUG BENEFITS

Manage your medications from anywhere, any time through [express-scripts.com](https://www.express-scripts.com) and the Express Scripts mobile app. Get access to:

- **Savings:** Compare prices of medications at multiple pharmacies and get free standard shipping.
- **Convenience:** Get up to a 90-day supply of long-term medication sent to your home. Order refills, check order status, track shipments and print forms and ID cards.
- **Expert assistance from a pharmacist:** Get the latest information on your medication, including possible side effects and interactions.
- **Flexibility:** With the mobile app, find nearby pharmacies, get directions, and use your virtual ID card while on the go.

EMPLOYEE CONTRIBUTIONS

While Watts pays most of the cost of your medical and dental coverage, you also share in the cost. Watts offers lower employee contributions for medical coverage for non-tobacco users. Simply certify that you and your eligible dependents are tobacco-free, which includes cigarettes, e-cigarettes, pipes, cigars, chew, or any other tobacco product, including those used for vaping. If you don't make a change to your current wellness election during Open Enrollment, you'll have the same tobacco or non-tobacco user status in the following year.

If your spouse has coverage available through an employer and you enroll your spouse in the Watts plan, there will be a \$50/month surcharge for enrollment. Be sure to consider any changes to your spouse's employment status that may have occurred during the last year and update your election accordingly. Otherwise, you'll have the same spousal election for the following year.

Your contributions are made on a pre-tax basis through automatic payroll deductions as follows (\$50 spousal surcharge is not included in the costs below).

Your 2026 Medical, Dental, and Vision Contributions (Monthly)*

MEDICAL OPTIONS — WITH TOBACCO-FREE PLEDGE						
	HSA BASIC		HSA PLUS		PPO PLAN	
	Annual salary less than \$50k	Annual salary \$50k or more	Annual salary less than \$50k	Annual salary \$50k or more	Annual salary less than \$50k	Annual salary \$50k or more
Employee Only	\$66	\$106	\$135	\$216	\$342	\$547
Employee + Child(ren)	\$104	\$166	\$213	\$339	\$538	\$863
Employee + Spouse	\$130	\$208	\$267	\$422	\$653	\$1,045
Family	\$199	\$319	\$360	\$602	\$820	\$1,315

MEDICAL OPTIONS — WITHOUT TOBACCO-FREE PLEDGE						
	HSA BASIC		HSA PLUS		PPO PLAN	
	Annual salary less than \$50k	Annual salary \$50k or more	Annual salary less than \$50k	Annual salary \$50k or more	Annual salary less than \$50k	Annual salary \$50k or more
Employee Only	\$86	\$138	\$176	\$281	\$445	\$711
Employee + Child(ren)	\$135	\$216	\$277	\$441	\$701	\$1,121
Employee + Spouse	\$168	\$270	\$323	\$549	\$849	\$1,360
Family	\$259	\$415	\$443	\$783	\$1,066	\$1,709

* Your contributions for 2026 will be based on your salary as of Dec. 31, 2025.

DENTAL PLAN	
Employee Only	\$11.00
Employee + Child(ren)	\$21.50
Employee + Spouse	\$32.00
Family	\$43.00

VISION PLAN	
Employee Only	\$9.86
Employee + Child(ren)	\$15.86
Employee + Spouse	\$15.53
Family	\$25.56

Flexible Spending Accounts (FSAs)

Watts offers two Flexible Spending Accounts (FSAs) to enable you to save for eligible expenses with pre-tax dollars:

HEALTH CARE FSA

Health Care FSA contributions may be used to pay for eligible out-of-pocket health care expenses (e.g., your plan deductible and coinsurance). You might consider contributing to a Health Care FSA if you're in the PPO or if you decline medical coverage with Watts. You're not eligible to contribute to the Health Care FSA if you're enrolled in one of the HSA medical plan options.

DEPENDENT CARE FSA

Dependent Care FSA contributions may be used to pay for eligible caregiving expenses for a qualifying dependent that enable you to work. A qualifying dependent may be a child under age 13, a disabled spouse, or an older parent in eldercare. (Health care expenses can't be reimbursed through this account.)

FSA Reminders

- **Enroll Every Year During Open Enrollment:** If you want to contribute to a Health Care and/or Dependent Care FSA, you must enroll. **Your elections don't carry over from one year to the next.**
- **Maximum Contributions:**
 - For 2026, the Health Care FSA limit is projected to be \$3,400. We will follow the final IRS decision if it is announced by October 31, 2025. Otherwise, the limit will remain at \$3,300 for 2026.
 - You can contribute up to \$5,000 per household in a Dependent Care FSA (\$2,500 if married and filing separately).
- **Keep Receipts:** FSAs are governed by IRS regulations, which require you to be able to substantiate purchases made on a Health Care FSA debit card.
- **"Use It or Lose It":** FSAs are not savings accounts.
 - Remaining balances in the Health Care FSA up to an amount projected to be \$680 will carry over into the 2027 plan year, but any amount above that will be forfeited. If this projected amount isn't finalized by the IRS by October 31, 2025, we will continue to use the current carry-over limit of \$660.
 - Any amount remaining in the Dependent Care FSA as of December 31 after all eligible expenses have been reimbursed will be forfeited; there is no opportunity to carry over any amount from the Dependent Care FSA.
- **Enrolling in an HSA with a Prior Year Health Care FSA Balance:** If you have a balance in your Health Care FSA and enroll in the HSA medical plan the following calendar year, your carryover funds will be placed into an HSA-compatible Limited Purpose FSA. This will allow you to maintain HSA eligibility while keeping your Health Care FSA funds for vision and dental expenses.



Well-Being Program

MAKE YOUR HEALTH A PRIORITY

Life is full, and when obligations and commitments pile up, it's easy to put ourselves at the bottom of the list. Investing a little time up front, though, can save time in the long run by maintaining the good health we have and doing a better job of managing conditions that have begun to emerge. Follow these tips to ensure you are maximizing your own well-being so you can be present for those you love:

- **Establish a relationship with a primary care provider.**

Even if you're currently in good health, it's important to have a primary care provider to:

- Monitor your overall health
- Maintain your medical history to track health developments
- Coordinate care with other providers and specialists
- Help you manage chronic conditions
- Recommend and conduct appropriate preventive care screenings

- **Get your preventive care screenings.** Be sure to have an annual physical and follow your primary care provider's recommendations for other screenings appropriate for your age and gender. Preventive screenings and annual physicals are covered 100% through all the Watts medical plans.


- **Take your medication.** It may seem like advice, but many people stop taking medication prematurely because they start to feel better. Whether you're taking a prescription for a long-term chronic condition or an acute issue like an infection, be sure to follow your provider's directions for taking that medication, and don't stop it without consulting your provider.

Watts is committed to helping you and your family live your healthiest lives, with a wide range of plans and programs to support you on your health journey.


WELL-BEING SUPPORT SERVICES

SERVICE	DESCRIPTION
UHC Medical Benefits 855-619-6727 or myuhc.com	A fast and easy way to find in-network health care providers, learn about your medical coverage or check on claims.
TELUS Health Employee Assistance Program (EAP) <i>Contact information coming soon</i>	Access 24/7 free, confidential assistance for you and your family on a variety of personal, work, or family issues. Note: EAP services are moving to TELUS Health effective January 1, 2026. Look for more information about the transition in December 2025.
Behavioral Health 855-619-6727 or myuhc.com/liveandworkwell.com	Tools and resources at your fingertips — learn about a variety of behavioral health solutions and well-being topics at myuhc.com/mental-health .
Virtual Care Providers*	Teladoc: 800-835-2362 or uhc.teladoc.com AmWell: 855-635-1393 or patients.amwell.com Doctor on Demand: 800-997-6196 or doctorondemand.com 24/7 Virtual Visits: 866-801-4409 or myuhc.com/virtualvisits
Calm* myuhc.com	Use the Calm Health app through your UnitedHealthcare account and access a library of support: mindfulness content and programs created by psychologists to help you: <ul style="list-style-type: none"> • Learn techniques to improve well-being • Work toward specific goals • Support your mind and body

* Available to you and your dependents when you're enrolled in a Watts medical plan

SERVICE	DESCRIPTION
<p>Teladoc Health</p> <p>Use this contact info starting January 1, 2026: 800-835-2362 (Registration Code: WATTS) or TeladocHealth.com/Smile/WATTS</p> 	<p>NEW FOR 2026! Expanded Services Offered through Teladoc Health</p> <p>Support for the following conditions will be available starting January 1, 2026:</p> <ul style="list-style-type: none"> • Diabetes* • Hypertension* <p>Receive expert guidance, along with free devices. The Diabetes program provides a free glucometer and supplies; the Hypertension program includes a free blood pressure monitor and scale. Get one-on-one support to provide guidance, encouragement and answers to your questions as you improve your health.</p> <hr/> <p>Diabetes Prevention Program*</p> <p>Teladoc Health helps members focus on lifestyle and behavior changes to prevent diabetes. Available at no cost to you and your covered dependents when you're enrolled in a Watts medical plan and meet the program eligibility requirements. Get access to:</p> <ul style="list-style-type: none"> • Advanced tracking technology • Unlimited one-on-one coaching • Guidance on healthy habits <p>Up until December 31, 2025: 800-945-4355 or Healthy.Livongo.com</p> <hr/> <p>Weight Management Program</p> <p>Smart technology combined with one-on-one coaching helps you establish life-long healthy habits so you can achieve your weight-loss and other health goals — at no cost to you. A convenient app syncs with your smart watch and other activity trackers, and an advanced smart scale automatically updates your weight to generate health summary reports. Receive immediate feedback on your food choices when you log your meals through the app.</p> <p>Up until December 31, 2025: 800-945-4355 or Healthy.Livongo.com</p>
<p>NEW FOR 2026! Virtual Cancer Support (Via Color Health*)</p> <p><i>Contact information coming soon</i></p>	<p>Color* is a proactive, full spectrum, cancer care solution, with equal emphasis on early detection, treatment management and cancer survivor support. Join and receive access to:</p> <ul style="list-style-type: none"> • Screenings and in-house lab • Cancer experts available 24/7 in all 50 states • Custom oncology AI tools • Clinically validated, peer-led mental health program • Dedicated advocates for logistical and financial support
<p>NEW FOR 2026! At-Home Preventive Care (Via Catapult*)</p> <p><i>Contact information coming soon</i></p>	<p>The demands of life and long waiting times to see your regular provider can make it challenging for even the most dedicated among us to receive our recommended preventive care screenings. Now you can schedule a preventive care virtual visit from the privacy and convenience of your own home through Catapult*. Sign up and receive a virtual care home kit that will include a quick and easy blood test and a blood pressure monitor (if you don't already have one). You can complete your health questionnaire on your own device and then meet with your virtual provider. It couldn't be easier!</p>
<p>Back and Joint Health (Via Hinge Health*)</p> <p>855-902-2777 or hingehealth.com</p>	<p>Physical therapy in the privacy of your own home with a customized plan that may include:</p> <ul style="list-style-type: none"> • App-guided exercise therapy • Free wearable sensors • Personal care team

* Available to you and your dependents when you're enrolled in a Watts medical plan

SERVICE	DESCRIPTION				
<p>One Pass Select™</p> <p>https://member.uhc.com/coverage/additional/</p>	<p>Choose from a variety of memberships to fit your lifestyle:</p> <ul style="list-style-type: none"> • Access a large nationwide network of gym brands and fitness studios. • Prefer to work out at home? Access live or on-demand online fitness classes and try the workout builder to get routines created just for you. • Get groceries and household items delivered to your home to help you plan delicious, nutritious meals. 				
<p>Progyny for Family Building, Pregnancy & Postpartum Support, and Menopause</p> <p>866-960-3847 or progyny.com/benefits</p> 	<p>Family Building Benefit</p> <p>Regardless of which path you choose to build your family, help is available:</p> <ul style="list-style-type: none"> • Receive up to \$20,000 per lifetime in financial assistance toward adoption or surrogacy. • Access a network of top fertility specialists across the U.S. • Get unlimited clinical and emotional support from a dedicated Patient Care Advocate. • Receive up to two “Smart Cycles” to cover a variety of fertility needs such as in-vitro fertilization, frozen embryo transfer, and egg freezing. <p>Adoption benefits are available to all regular full-time employees; surrogacy and fertility benefits are available to employees and their spouses enrolled in a Watts medical plan. Some benefits may be taxable when you use them.</p> <hr/> <p>NEW FOR 2026! Expanded Services Offered through Progyny</p> <p>The following services will be available starting January 1, 2026:</p> <ul style="list-style-type: none"> • Pregnancy & Postpartum Support* <ul style="list-style-type: none"> – Receive unlimited support from multi-disciplinary maternity experts, who include Registered nurses, lactation consultants and certified doulas. – The program is designed to provide both prenatal and postpartum support: <table border="1" data-bbox="609 1054 1531 1255"> <thead> <tr> <th data-bbox="609 1054 1052 1096">Prenatal Support</th> <th data-bbox="1052 1054 1531 1096">Postpartum support</th> </tr> </thead> <tbody> <tr> <td data-bbox="609 1096 1052 1255"> <ul style="list-style-type: none"> • Nutritional and lifestyle guidance • Breastfeeding preparation • Labor and delivery planning • Self-care </td> <td data-bbox="1052 1096 1531 1255"> <ul style="list-style-type: none"> • Postpartum depression and anxiety • Baby care and lactation/feeding • Pelvic floor rehabilitation • Infant care and milestones </td> </tr> </tbody> </table> • Parent & Child Well-Being <p>Join a nurturing community and get expert guidance as you parent your infant through early childhood and all the way to adolescence. You will have access to:</p> <ul style="list-style-type: none"> – Unlimited 1:1 consultations with parenting wellness experts – Assistance navigating through Watts’ benefits and policies – Clinician-facilitated peer support groups – 24/7 accessible self-guided content • Menopause Expert Network* <ul style="list-style-type: none"> – Get access to a nationwide network of multi-disciplinary experts. – Arrange for a virtual care appointment within days — not weeks or months. – Receive lifestyle support for nutrition, weight, sexual dysfunction, sleep and mood disorders. – Access FDA-approved hormone and non-hormone treatments, as well as preventive intervention for mental health and chronic conditions. – Receive tailored referrals to in-network care. 	Prenatal Support	Postpartum support	<ul style="list-style-type: none"> • Nutritional and lifestyle guidance • Breastfeeding preparation • Labor and delivery planning • Self-care 	<ul style="list-style-type: none"> • Postpartum depression and anxiety • Baby care and lactation/feeding • Pelvic floor rehabilitation • Infant care and milestones
Prenatal Support	Postpartum support				
<ul style="list-style-type: none"> • Nutritional and lifestyle guidance • Breastfeeding preparation • Labor and delivery planning • Self-care 	<ul style="list-style-type: none"> • Postpartum depression and anxiety • Baby care and lactation/feeding • Pelvic floor rehabilitation • Infant care and milestones 				

* Available to you and your dependents when you're enrolled in a Watts medical plan



ARAG LEGAL INSURANCE

Enroll in ARAG Legal Insurance and get assistance with a wide range of services, including:

- Tax matters
- Small claims assistance
- Identity theft issues
- Traffic offenses
- Wills and estate planning

Through the convenience of the ARAG Legal app for your phone or mobile device you can:

- Start a case for any covered legal matter.
- Search local ARAG network attorneys based on your location.
- Compare ratings and reviews for local attorneys.
- Contact a customer service specialist directly for help with coverage or claim questions.

Once you enroll, deductions for coverage will be withheld from your pay after taxes, like many of your other voluntary benefits. Keep in mind that Open Enrollment is the only time you can enroll in Legal Insurance.

For more information visit [ARAGlegal.com/myinfo](https://www.araglegal.com/myinfo) (Enter Access Code: 19297ww) or call **800-247-4184**.

Voluntary Programs

Watts provides basic Life Insurance, Accidental Death & Dismemberment (AD&D), and Short-term Disability coverage at no cost to you. You can enroll in LTD coverage for yourself and optional Life coverage for yourself, your spouse and your children at an additional cost. If you don't enroll when first eligible, you will be required to provide Evidence of Insurability satisfactory to Reliance Standard Life Insurance Company. Optional AD&D coverage through Cigna is also available for you and your family at any time, with no evidence of insurability required.

For more information, visit www.tapintowattsbenefits.com/mylife-2/life-and-accident-insurance/.



Choosing Your Benefits

NEW FOR 2026! Enroll in Workday by going to tapintowattsbenefits.com > **New for 2026 > Enroll in benefits now.**

Go to your Workday inbox and locate your Open Enrollment task, then click on **Let's Get Started**.

Be sure to:

- Review your current benefits.
- Enroll in your 2026 benefits.
- Confirm all dependent and beneficiary information, including Social Security numbers.

Dependent Social Security Numbers

Be sure to complete any missing Social Security numbers for your dependents because you won't be able to complete your benefits enrollment in Workday without them.

IMPORTANT INFORMATION ABOUT DEPENDENTS

Eligible dependents include:

- **Lawful spouse:** Former spouses, common law spouses and domestic partners aren't eligible.
- **Dependent child:** A child born to you; a child legally adopted by you; a stepchild; or a grandchild, who is considered your dependent for federal income tax purposes.
- **Disabled child:** A child who's 26 or more years old, unmarried, and primarily supported by you, and who's incapable of self-sustaining employment by reason of mental or physical disability, which arose while the child was covered as a dependent under this plan or covered as a dependent under a prior plan, with no break in coverage. Proof must be submitted to the carrier within 31 days if the child ceases to qualify as a dependent.

Coming Soon: Dependent Audit

From time-to-time Watts conducts audits to ensure only eligible dependents are covered on your benefits. This audit allows us to continue to provide a stable and robust benefits program. You may be contacted in January as part of the next audit if you are:

- Covering dependents that have never been previously verified
- Adding your spouse to coverage
- Joining Watts benefits for the first time from a prior company

More information will be provided in a separate communication in January, which will explain what type of documentation you need and how to submit it. If you are not contacted, then you are not included in this audit — either because you have no dependents or the dependents you have were previously verified.

Thank you for helping us maintain the integrity of our benefits.



Required Notices

CHILDREN'S HEALTH INSURANCE PROGRAM REAUTHORIZATION ACT OF 2009 (CHIP)

Signed into law in order to expand state CHIP eligibility to more children and expectant mothers with an extended 60-day time frame to coordinate any changes to employer health elections in the event of gain or loss of eligibility and/or a subsidy under Medicaid or CHIP.

CONTINUED COVERAGE UNDER COBRA

Under the Consolidated Omnibus Budget Reconciliation Act of 1985 (COBRA), you and your covered dependents may be able to continue your health coverage if you lose your health care coverage as the result of certain qualifying events. Contact the Human Resources Department for more information.

HIPAA REGULATIONS HELP TO PROTECT YOUR PRIVACY

The privacy provisions of the Health Insurance Portability and Accountability Act of 1996 (HIPAA) help to ensure that your health care related information stays private. New employees will receive a Privacy Practice Notice, which outlines the ways in which the medical plan may use and disclose protected health information (PHI). The notice also describes your rights. For more information, contact the Human Resources Department.

NEWBORNS' AND MOTHERS' HEALTH PROTECTION ACT

Under federal law, health care plans may not restrict any hospital length of stay in connection with childbirth for the mother or newborn child to less than 48 hours following a normal delivery, or less than 96 hours following a Cesarean section. However, federal law generally does not prohibit the mother's or newborn's attending provider, after consulting with the mother and with the mother's consent, from discharging the mother or her newborn earlier than 48 hours (or 96 hours as applicable).

WOMEN'S HEALTH AND CANCER RIGHTS ACT OF 1998

Under the Women's Health and Cancer Rights Act, group health plans must make certain benefits available to participants of health plans who have undergone a mastectomy. In particular, a plan must offer mastectomy patients benefits for:

- Reconstruction of the breast on which the mastectomy was performed
- Any necessary surgery and reconstruction of the other breast to produce a symmetrical appearance
- Prostheses
- Treatment of physical conditions related to the mastectomy, including lymphedema

Our medical plans comply with these requirements.

Benefits for these items are similar to those provided under the plan for similar types of medical services and supplies.



Contacts

ARAG Legal Insurance	800-247-4184 or ARAGlegal.com/myinfo (Enter Access Code: 19297ww)	
Back and Joint Health (Via Hinge Health)	855-902-2777 or hingehealth.com	
Behavioral Health	855-619-6727 or myuhc.com/liveandworkwell.com	
Calm Health	Sign into your account on myuhc.com or the UnitedHealthcare app. If you don't have an account, select "Register." Scan the QR code to get started.	
Catapult	<i>Coming soon</i>	
Color Health	<i>Coming soon</i>	
One Pass Select™	https://member.uhc.com/coverage/additional/	
Progyny	Family Building Benefit: 866-960-3847 or progyny.com/benefits	Starting January 1, 2026: <ul style="list-style-type: none"> • Parent & Child Well-Being • Pregnancy & Postpartum • Menopause 866-960-3847 or progyny.com/benefits
Teladoc Health	Up until December 31, 2025: <ul style="list-style-type: none"> • Diabetes Prevention (Healthy.Livongo.com) • Weight Management (Healthy.Livongo.com) 800-945-4355	Starting January 1, 2026: <ul style="list-style-type: none"> • Diabetes Prevention • Diabetes • Hypertension • Weight Management 800-835-2362 (Registration code: WATTS) or TeladocHealth.com/Smile/WATTS
TELUS Health Employee Assistance Program (EAP)	<i>Coming soon</i>	
UHC Medical Benefits	855-619-6727 or myuhc.com	
Virtual Care Providers		
• AmWell	855-635-1393 or patients.amwell.com	
• Doctor on Demand	800-997-6196 or doctorondemand.com	
• Teladoc	800-835-2362 or uhc.teladoc.com	
• 24/7 Virtual Visits	866-801-4409 or myuhc.com/virtualvisits	