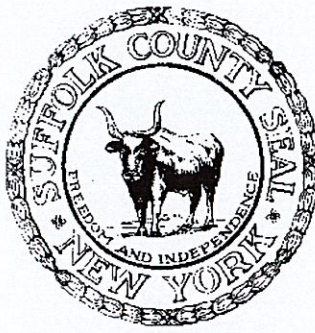




**OFFICE OF THE COUNTY EXECUTIVE  
ALL-EMPLOYEES MEMORANDUM**

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**DATE: OCTOBER 01, 2026**

**EMPLOYEE MEDICAL HEALTH PLAN OF SUFFOLK COUNTY (EMHP)**

**ANNUAL NOTICES UNDER FEDERAL LAW**

**WOMEN'S HEALTH AND CANCER RIGHTS ACT OF 1998**

The Women's Health and Cancer Rights Act of 1998 (WHCRA) is a federal law that provides protections to patients who choose to have breast reconstruction in connection with a mastectomy.

As required by the Women's Health and Cancer Rights Act of 1998, the EMHP provides benefits for mastectomy-related services including all stages of reconstruction and surgery to achieve symmetry between the breasts, prostheses, and complications resulting from a mastectomy, including lymphedemas.

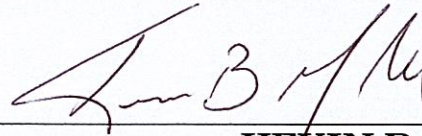
If you have had or are going to have a mastectomy, you may be entitled to certain benefits under WHCRA. For individuals receiving mastectomy-related benefits, coverage will be provided in a manner determined in consultation with the attending physician and the patient, for:

- 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; and
- Treatment of physical complications of the mastectomy, including lymphedema.

These benefits are available in and out of network and are subject to any Plan copayments, annual deductibles, 20% copayment and other provisions that may be applicable, consistent with those established for other benefits under the Plan. Remember, when you use a non-participating provider in the EMHP, you are responsible for the:

- Deductible of **\$3,000** plus
- 20% copayment; plus
- Charges above **allowable amount** "maximum allowable amount".

If you have any questions regarding WHCRA benefits, please call the Employee Benefits Unit at (631) 853-4866 or the EMHP Major Medical Administrator at 1-833-497-2409.

A handwritten signature in dark ink, appearing to read "Kevin B. Molloy", is written over a horizontal line.

**KEVIN B. MOLLOY**  
**CHIEF DEPUTY COUNTY EXECUTIVE**

**DISTRIBUTION:** ONE COPY PER EMPLOYEE