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NOTICE TO FLEX PLAN PARTICIPANTS!

Notice of Privacy Practices Available

The U.S. Department of Health and Human Services has issued regulations as part of the Health Insurance Portability and Accountability Act of 1996. These regulations, known as the Standards for Privacy of Individually Identifiable Health Information, control how your medical information may be used and disclosed and how you can access this information. Please be advised that your flexible spending plan maintains a current Notice of Privacy Practices to inform you of the policies that it has established to comply with the Standards for Privacy. This Notice describes the responsibilities of the plan and any third party assisting in the administration of claims regarding the use and disclosure of your protected health information, and your rights concerning the same.

This Notice is available to you upon request by contacting your company's Privacy Official or Human Resources Director.