

AMENDMENT TO CAFETERIA PLAN

2026

This amends the current Plan Document and Summary Plan Description. Notwithstanding anything to the contrary in the Plan Document and Summary Plan Description, pursuant to the provisions allowed under Title 42 of the Code of Federal Regulations (42 CFR part 2), the HIPAA Privacy Notice is amended as follows:

Substance Use Disorder Treatment Records (42 CFR Part 2) – Effective 2/16/2026

In certain circumstances, we may receive records relating to the diagnosis, treatment, or referral for treatment of substance use disorder (“SUD”) from a federally assisted substance use disorder treatment program that is subject to the confidentiality requirements of 42 C.F.R. Part 2 (“Part 2 Program”).

When we receive SUD records that are subject to Part 2, those records continue to receive special privacy protections under federal law. We will use and disclose such records only as permitted by Part 2 and applicable provisions of HIPAA, and only for purposes expressly authorized by law, including treatment, payment, and health care operations, where permitted.

Federal law provides additional protections for SUD records received from a Part 2 Program. Such records may not be re-disclosed in a manner that would identify an individual as having or having had a substance use disorder, except as permitted by 42 C.F.R. Part 2 or as otherwise authorized by the individual or required by law. We maintain administrative, technical, and physical safeguards to prevent unauthorized use or disclosure of SUD records and to ensure compliance with applicable confidentiality requirements.

Individuals have the right to request access to and obtain copies of their SUD records received from a Part 2 Program, subject to applicable law. Individuals also have the right to request corrections to such records and to receive an accounting of certain disclosures, consistent with HIPAA and 42 C.F.R. Part 2. These rights may be subject to limitations where disclosure is prohibited or restricted by law. Federal law prohibits discrimination against individuals based on their receipt of substance use disorder treatment. We do not use or disclose SUD records for unlawful or discriminatory purposes, including employment, housing, insurance underwriting, or access to benefits, except as permitted by law.

Individuals may file a written complaint regarding the use or disclosure of SUD records with the U.S. Department of Health and Human Services via mail, email, or online portal, as detailed below:

- Mail: Centralized Case Management Operations, U.S. Dept. of HHS, 200 Independence Ave., S.W., Room 509F HHH Bldg., Washington, D.C. 20201
- Email: OCRComplaint@hhs.gov
- OCR Complaint Portal: https://ocrportal.hhs.gov/ocr/cp/wizard_cp.jsf

Filing a complaint will not result in retaliation or adverse treatment.