

MEMO

To: All Employees

Re: Health Reform and Your Benefits

The Patient Protection and Affordable Care Act, as signed by President Obama on March 23, 2010, presents provisions and modifications that will affect all US employees. This bill has significant implications for your health care benefits and your families covered by our plans.

We will keep you informed as soon as our insurance carriers determine what modifications need to be made to our plans.

We'd like to highlight some provisions of this Act that may affect you in the future. Please keep in mind that these dates are subject to change. We will continue to inform you of any changes.

- Effective September 23, 2010: At your next Open Enrollment, dependent coverage will be available under a parent's policy for adult children up to age 26.
- Effective January 1, 2011: Over-the-counter **medicines** will no longer be eligible for distribution from a Flexible Spending Account (FSA).
- Effective with our next Open Enrollment:
 - There will be no lifetime benefit limit.
 - There will be no pre-existing condition exclusion for enrollees under the age of 19.
- Effective January 1, 2013: Annual healthcare contributions to FSAs may no longer exceed \$2,500. Dependent Care contributions remain unchanged.

Health care reform will not change our commitment to competitive benefits that support your health and wellness—today and in the future.

As always, now and in the future, your benefits require you to be actively involved to get the most from our plans. While we evaluate the legislation, please focus on what you can do today to get the most from your plans. If you haven't already, schedule your annual physical and make sure you and your family are getting the preventive care exams you need.

Again, we hope to have more details to you soon. In the meantime for more information about your benefits, as always, see your benefits website [www.howittins.com and log-in with your id and password under "My Benefits."].

For further information visit: <http://www.healthreform.gov/>

We will continue to update you as further details become available.