

Notice of Important Changes to Your Benefits under the Asante Employee Benefits Plan

This Notice is to inform you of certain changes to the Asante Employee Benefits Plan (the “Plan”).

On March 15, 2022, the President signed the Consolidated Appropriations Act, 2022 (CAA 2022) (H.R. 2471) into law. The CAA 2022 includes a new telemedicine safe harbor which allows high deductible health plans (HDHPs) to cover medical and behavioral health treatment before participants meet their deductibles. This change only impacts Asante employees and dependents enrolled in the Asante Savings Health Plan. The safe harbor applies to dates of service from April 1, 2022 through December 31, 2022. Any dates of service from January 1, 2022 through March 31, 2022 will have regular plan cost shares applied.

If you have any questions or want more information about anything in this Notice, please contact the Asante Benefits Department at (541) 789-4551 or myasantebenefits@asante.org.

This Summary of Material Modification (“SMM”) modifies some of the information contained in the Summary Plan Descriptions (“SPDs”) for the Plan. This constitutes a change to the SPDs and benefit booklets for your Plan effective as of the dates shown above and is a SMM under ERISA. Note: in the event of any discrepancy between this SMM and an SPD, the provisions of this SMM will govern.