

**Notice to Plan Participants Regarding  
The Montgomery County Employee Benefit Plan of Montgomery County,  
Texas  
Election Under 45 CFR 146.180(f)**

Group health plans sponsored by State and local governmental employers must generally comply with Federal law requirements in title XXVII of the Public Health Service Act. However, these employers are permitted to elect to exempt a plan from the requirements listed below for any part of the plan that is "self-funded" by the employer, rather than provided through a health insurance policy. Montgomery County, Texas has elected to exempt the Montgomery County Employee Benefit Plan from the following requirements:

**1. Standards relating to benefits for mothers and newborns**

Protection against limiting hospital stays in connection with the birth of a child to less than 48 hours for a vaginal delivery, and 96 hours for a cesarean section.

Because of the election of the exemption of "**Standards relating to benefits for mothers and newborns**", the duration of a hospital confinement of a mother and a newborn following the birth of a child will be determined based on medical necessity. The entire Montgomery County Employee Benefit Plan is subject to this exemption.

**2. Parity in the application of certain limits to mental health benefits.**

Protections against having benefits for mental health and substance use disorders will be subject to more restrictions than apply to medical and surgical benefits covered by the plan.

Because of the election of the exemption of "**Parity in the application of certain limits to mental health benefits**", mental health substance abuse disorders will be subject to more restrictions than apply to medical and surgical benefits covered by the plan. Mental Health has coverage and benefit provisions which are less than coverage and benefit provisions for other medical conditions. The entire Montgomery County Employee Benefit Plan is subject to this exemption.

**3. Required coverage for reconstructive surgery following mastectomies.**

Certain requirements to provide benefits for breast reconstruction after a mastectomy.

Because of the election of the exemption of "**Required coverage for reconstructive surgery following mastectomies**" benefits will be subject to more restrictions than apply to medical and surgical benefits covered by the plan. The entire Montgomery County Employee Benefit Plan is subject to this exemption.

The exemption from these Federal requirements will be in effect for the **2023** plan year beginning **January 1, 2023** and ending **December 31, 2023**. The election may be renewed for subsequent plan years.