

**Notice of Non-Grandfathered Status of The East Tennessee Technology Park Health and Welfare Benefit Plan—all benefit options**

URS | CH2M Oak Ridge LLC (UCOR) believes that all medical benefit options offered by The East Tennessee Technology Park Health and Welfare Benefit Plan (the “Plan”) are considered to be “non-grandfathered health plans” under the Patient Protection and Affordable Care Act (the Affordable Care Act). Non-Grandfathered health plans must comply with certain consumer protections in the Affordable Care Act, for example, the elimination of lifetime limits on benefits.

Questions regarding which protections apply to a non-grandfathered health plan can be directed to the Benefits and Investments Committee c/o URS | CH2M Oak Ridge LLC, Benefits Administration, P.O. Box 4699, K-1007, MS-7020, Oak Ridge TN 37831. You may also contact the Employee Benefits Security Administration, U.S. Department of Labor at 1-866-444-3272 or [www.dol.gov/ebsa/healthreform](http://www.dol.gov/ebsa/healthreform).