

**URS | CH2M OAK RIDGE LLC (UCOR)
HEALTH AND WELFARE BENEFIT PLAN
2021 Annual Benefits Enrollment**

**HIPAA Privacy Reminder Notice for the
Health Flexible Spending Arrangement Benefit Component
Of The East Tennessee Technology Park Section 125 Plan**

The privacy rules under the Health Insurance Portability and Accountability Act (HIPAA) require the East Tennessee Technology Park LLC Section 125 Plan (the "Plan"), **Health Flexible Spending Arrangement only** to periodically send a reminder to participants about the availability of the Plan's Privacy Notice and how to obtain that notice. The Privacy Notice explains participants' rights and the Plan's legal duties with respect to protected health information (PHI) and how the Plan may use and disclose PHI.

To obtain a copy of the Privacy Notice contact the HIPAA Privacy Official at UCOR, P.O. Box 4699, K-1580, MS 7020, Oak Ridge, TN 37831.