

To: All Members and Eligible Dependents
From: Board of Trustees
Re: Employee Member Assistance Program (EMAP)

We are pleased to announce that effective January 1, 2007, the Employee Member Assistance Program (EMAP) will be administered by HMC Companies. As you know, the Employee Member Assistance Program (EMAP) is the Fund's managed behavioral health and substance abuse benefit for you and your eligible dependents.

Employee/members and their eligible dependents have access to the Employee Member Assistance Program (EMAP) 24 hours a day, 7 days a week. The program provides master's level clinical professionals as the first point of contact for all clinical needs. The EMAP professionals will provide you with a comprehensive assessment, consultation, and will act as your advocate to coordinate appropriate treatment for you and your eligible dependents. As part of the EMAP, you may receive up to 8 counseling visits with a counselor near your work or home prior to utilizing your benefit. Your conversations and sessions with your EMAP professional are **confidential**. HMC Companies cannot release information without your signed consent. However, confidentiality may be broken when allowed by law. Please contact the EMAP if you have any questions or concerns regarding confidentiality issues.

The Employee Member Assistance Program (EMAP) includes treatment received for mental health and substance abuse issues, and covers outpatient therapy, inpatient care, and alternate levels of care. HMC Companies provides assessments, referrals, and coordination of care and emphasis is placed on making sure you and your eligible dependents receive the most appropriate care at the time it is needed. To ensure that you and your eligible dependents receive quality care, the program includes inpatient and outpatient case management and a qualified provider network for helping with your concerns.

Participants must contact the EMAP before receiving services or treatment for mental health or substance abuse problems. In order to receive maximum benefit coverage, your treatment must be both pre-authorized by the EMAP and be provided by an EMAP outpatient provider or facility.

*****IMPORTANT*****

Participants Currently Receiving Treatment for Mental Health and Substance Abuse - please call 1-800-464-7101 to register your care with HMC Companies – or bring the enclosed form to your provider. HMC Companies will authorize your current treatment plan with your current provider until March 31, 2007.

ON OR AFTER JANUARY 1, 2007, FAILURE TO CALL THE EMAP PRIOR TO RECEIVING MENTAL HEALTH OR SUBSTANCE ABUSE OUTPATIENT OR INPATIENT (HOSPITAL) TREATMENT, WILL RESULT IN REDUCED PAYMENT OF BENEFITS. MAXIMUM BENEFITS WILL ONLY BE PAID FOR AUTHORIZED SERVICES PROVIDED BY AN EMAP PROVIDER. CALL THE EMAP FOR ANY CARE NEEDED ON OR AFTER JANUARY 1, 2007 OR TO REGISTER YOUR CURRENT TREATMENT.

In the next few weeks you will be receiving additional information on the new Employee Member Assistance Program (EMAP). In the meantime, if you should have any questions regarding the information contained in this letter, please contact HMC Companies at 1-800-464-7101. For more information about your mental health and substance abuse benefits, please also review your Summary Plan Description.