

SUMMARY OF MATERIAL MODIFICATIONS

This document is to serve as a Summary of Material Modification (SMM) to the Windstream Services, LLC Welfare Benefit Plan (the Plan) summary plan description (SPD). It is meant to supplement and/or replace certain information in the SPD, so retain it for future reference along with your SPD. Please share these materials with your covered family members.

The following changes/provisions apply to your health plan:

1. Effective January 1, 2022, the Plan has discontinued the temporary waiver of cost-share (copayments, coinsurance, deductibles) for eligible Medical expenses for covered services, in network and out of network, when associated with a COVID-19 diagnosis.
2. The Plan will continue to waive member cost-sharing (copayments, coinsurance, deductibles) for approved and authorized COVID-19 testing and related items and services during visits (at physician offices and via telemedicine), urgent care centers and emergency departments for members enrolled in the Plan. Testing must be provided at approved locations in accordance with U.S. Centers for Disease Control and Prevention (CDC) guidelines. Waiver of cost share applies in and out of network.
3. Deadlines related to HIPAA Special Enrollment events, COBRA notifications, elections and payments, and certain ERISA Benefit Claims and Appeals rules are still paused until the earlier of one year from the date a particular individual or plan was first eligible for relief or 60 days from the end of the COVID-19 National Emergency (i.e., the end of the Outbreak Period). Once the relief expires, the paused time frames will resume.
4. Effective January 15, 2022, through the end of the public health emergency, the Plan will provide coverage for over-the-counter COVID-19 tests without imposing any cost-sharing requirements, prior authorization, or other medical management requirements. The program is available via Express Scripts.

If you need a copy of your SPD, please access windstreambenefits.com. If you have questions or concerns about this SMM, contact the Windstream Benefits Department at 4001 N Rodney Parham Road., Little Rock, AR 72212, 501-748-7000, or windstreambenefits@windstream.com.

Windstream reserves the right to amend, change or terminate any of its benefits plans, programs, policies or practices at any time.