

COVID-19 GROUP HEALTH PLAN EFFECTIVE DATES

<i>Plan Change</i>	<i>Mandate / Option</i>	<i>Effective Date</i>	<i>Termination Date</i>
COVID-19 Testing with no cost-sharing	Mandate	March 1, 2020	July 25, 2020*
Emergency Paid Sick Leave	Mandate	April 1, 2020	December 31, 2020
Emergency FMLA Expansion Leave	Mandate	April 1, 2020	December 31, 2020
Over-the-Counter Prescription Coverage	Option	January 1, 2020	No termination date**
Over-the-Counter Feminine Products Coverage	Option	January 1, 2020	No termination date**
IRS High Deductible Health Plan COVID-19 Testing and Treatment	Option	March 11, 2020	No termination date***
COVID-19 Vaccine Coverage at 100% (Preventive Service)	Mandate	15 days from the date the COVID-19 vaccine is approved	No termination date**
Extension of Certain Benefit Timeframes	Mandate	March 1, 2020	To Be Determined

*Unless extended by the Secretary of Health and Human Services.

**Permanent change available to or required by health plans.

***The option extends beyond the COVID-19 public health emergency.