

DAHMES STAINLESS, INC.
EMPLOYEE GROUP MEDICAL PLAN
AMENDMENT #7 TO THE
JANUARY 1, 2022 PLAN DOCUMENT AND SUMMARY PLAN DESCRIPTION
EFFECTIVE: JANUARY 1, 2026

This Plan is amended to include the following updates: in accordance with The Health Resources and Services Administration (HRSA), expand preventive services recommendations for breast cancer screenings and new guidelines for patient navigation services related to breast and cervical cancer screenings; revise cost sharing for the administration of methadone; update the types of transplants available under the Plan; and clarify the types of coverage for child and adolescent Mental Health/Substance Use services. All references to the provisions below that appear in any part of the Plan Document or in any prior amendments are also hereby amended to be consistent with the changes described below.

The Plan Document and Summary Plan Description are hereby amended as follows:

SECTION IV. SCHEDULE OF MEDICAL BENEFITS:

- **Methadone Maintenance/Treatment** is hereby **updated** for the following provision:
 - In-Network cost sharing is updated to reflect no cost sharing for the administration of methadone under the Plan

This update applies regardless of the place of service, whether administered in an office or clinic setting or when self-administered by a patient in a home setting. Cost sharing will still apply to an office visit as currently displayed on the Plan *Schedule of Medical Benefits*.

SECTION V. MEDICAL BENEFITS, C. Covered Services, (2) Preventive Care; The following **updates** are hereby made to **Women's Preventive Services**:

- Breast cancer screening
 - Includes routine mammograms, including additional imaging and pathology evaluations for breast cancer screening, counseling and BRCA testing for genetic susceptibility to breast cancer, and chemoprevention counseling for women at high risk for breast cancer and low risk for adverse effects of chemoprevention
- Patient navigation services (for breast cancer and cervical cancer screening)
 - Includes person-centered assessment, health system navigation, referrals to support services like transportation, and patient education

SECTION V. MEDICAL BENEFITS, C. Covered Services, (5) Hospital Services - Inpatient; The list of **Organ transplants** is hereby **updated** with the following:

- Transplant services include non-experimental human organ transplant of an organ or tissue from one person to another or grafting living tissue from its normal position to another site. Transplant procedures can include human tissue or human cartilage transplants, as well as transplants for permanent artificial heart when Medically Necessary and Covered Person is already on the transplant list

SECTION V. MEDICAL BENEFITS, C. Covered Services, (9) Mental Health/Substance Use Disorder; The following provision is hereby **added** in its entirety to the list of services covered under **Mental Health/Substance Use Disorder** as follows:

- Child/adolescent services (including but is not limited to, Community Based Acute Treatment (CBAT) and Intensive Community Based Acute Treatment (ICBAT), Intensive care coordination, in-home behavioral services and therapies as well as therapeutic monitoring services)

Accepted by:
Dahmes Stainless, Inc.

Adam Ailie

Authorized Signature

Adam Ailie

Print Name

Vice President - Finance

Title

6/5/2026

Date

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