

BENEFIT CLARIFICATION NO. 1

This modification is made as of **January 1, 2013**, by **City of Urbandale** to the **City of Urbandale Wellness Employee Benefit Plan**. All other terms and provisions of the Plan remain unaltered and in effect.

The following text **replaces** the **“Human Papillomavirus”** in the **“Benefit Summary Wellness Option”** within the current Summary Plan Description.

MEDICAL BENEFITS	PPO PAYS	NON-PPO PAYS	GENERAL PLAN LIMITS	PAGE
Human Papillomavirus (HPV) Vaccine (Gardasil)	80%	60%	PPO and Non-PPO deductible applies.	
<p>NOTE: Benefits for Preventive Services including Preventive Services for Women may be available and payable at 100% if recommended by a physician and a PPO provider is used. Additional information is available online at the federal government Health Care Reform Site: http://www.healthcare.gov/law/provisions/preventive/index.html. If there is no coverage for a benefit through Health Care Reform please see your current Plan for possible coverage.</p>				