



5655 Badura Ave Suite 180, Las Vegas, NV 89118  
Phone: 725-238-5768 FAX: 702-734-861

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**To: All Participants**

**Re: Updated Notice of Privacy Practices**

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### ABOUT?

This Notice is to inform you that in accordance with federal law, the Plan's Notice of Privacy Practices has been updated to increase privacy protections for records related to treatments related to substance abuse. Specifically, the following statement has been incorporated into the Plan's Notice of Privacy Practices:

*Substance use disorder records may not be used or disclosed without your written consent, except as permitted or required by law. These protections may limit certain uses and disclosures noted, including disclosures for treatment, payment, health care operations, and plan administration.*

*If the Plan receives health information that is subject to federal confidentiality regulations at 42 C.F.R. Part 2 (Part 2), including information related to substance use disorder treatment, those regulations apply as more stringent federal law than the HIPAA Privacy Rule. In addition, Part 2 generally prohibits the use or disclosure of such records in civil, criminal, administrative, or legislative proceedings against an individual without the individual's written consent or a qualifying court order. If the Plan conducts fundraising communications using health information, you will be provided a clear and conspicuous opportunity to opt out of receiving future fundraising communications.*

### WHAT DO I NEED TO DO?

The changes discussed in this Notice will take effect automatically. **YOU DO NOT NEED TO TAKE ANY ACTION.** The Plan's Notice of Privacy Practices is always available to you upon request. If you would like a copy, please contact the Plan Administrator.

### IMPORTANT REMINDERS

This Notice is a summary and is **not** an official plan document. The actual terms of the Plan are contained in the plan document, which is available from the Plan Administrator. In the event of any ambiguity in or omission from this SMM, or any conflict between this SMM and the official plan document, the official plan document will govern. If you have any questions regarding this Notice or your benefits in general, please contact the Plan Administrator at 725-238-5768.

Sincerely,

*The Board of Trustees*