

October 18, 2024

Via Email & Priority Mail

WARN Coordinator
Missouri Department of Higher Education & Workforce Development
Office of Workforce Development
P.O. Box 1087
Jefferson City, MO 65102
Email: ETT.DWD@dhewd.mo.gov

Re: Notice of Planned Action Pursuant to the Worker Adjustment and Retraining Notification Act

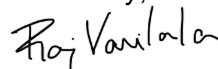
To Whom It May Concern:

Government Employees Health Association, Inc. ("GEHA") has made a strategic business decision to modernize its business model and its member-facing technologies to industry-leading standards by contracting with United Medical Resources ("UMR") to provide customized third-party administrator services. In connection with our new vendor partnership with UMR, GEHA will outsource to UMR select business functions for optimization and scale, while other business functions will remain at GEHA. We are providing this notice on behalf of the Company pursuant to the Federal Worker Adjustment and Retraining Notification Act, 29 U.S.C. § 2101 *et seq.* ("WARN Act").

The separations are expected to impact 453 employees of GEHA, who are assigned to a GEHA facility in Lee's Summit, Missouri. GEHA has employees at the following addresses: 310 NE Mulberry Street, 200 NE Mulberry Street, 201 NE Mulberry Street, and 1650 NE Grand Avenue. For purposes of ascertaining coverage under the WARN Act, GEHA considers these four facilities a "single site of employment." Employee separations are anticipated to begin on December 31, 2024, with an additional phase of separations forecasted to occur between March 24, 2025 and April 13, 2025. At this time, the separations are expected to be permanent. We will maintain records of the job positions, number of individuals in each position, and the anticipated separation date for each individual. GEHA does not have a unionized workforce or offer "bumping" rights. Employees who remain employed through their separation date will be offered severance benefits, subject to the applicable plan provisions.

If you have any questions or want additional information concerning this matter, please contact Lisa Chism, Communications Manager, via email (Lisa.Chism@GEHA.com) or via phone (816-257-5500 ext. 3110).

Sincerely,



Raj Vavilala
Corporate Communications
Chief Sales, Marketing, & Product Officer