



IRONWORKERS INTERMOUNTAIN HEALTH AND WELFARE TRUST FUND

TO: All Participants

FROM: Board of Trustees

DATE: May 2026

RE: **New Weight Management Program and Other Plan Changes**

This notice, called a Summary of Material Modifications (“SMM”), advises you of certain changes that have been made to the Plan Document/Summary Plan Description (“SPD”) for the Ironworkers Intermountain Health and Welfare Plan dated November 1, 2024 (the “Plan”). You and your covered family members should read this notice carefully. Also, it should be kept with your copy of the SPD, other SMMs, and annual Summary of Benefits and Coverage (“SBC”) notices for future reference.

New Weight Management Program. Effective June 1, 2026, the Board of Trustees is pleased to announce a new weight management program through Teladoc (“Teladoc Weight Management Program”), including coaching, services, and tools for managing weight, discounted pricing for certain GLP-1s, and specialized coaching and support for using GLP-1s as a weight loss aid. This is in addition to the Plan’s existing Teladoc Program for general telemedicine services.

To register with the Teladoc Weight Management Program, call *Teladoc* at **1-800-835-2362**, visit www.teladoc.com/smile or download the *Teladoc* app.

If you register for the Teladoc Weight Management Program, you’ll receive the following, at no cost:

- A smart scale that tracks your weight and syncs to the Teladoc Health app
- A dedicated health coach to help you reach your goals
- Food tracking tools to monitor your progress
- Lessons to help build lasting habits

In addition, by registering with the Teladoc Weight Management Program, you’ll have the opportunity to meet with a board-certified Teladoc Health provider (at no cost to you) to discuss factors like your goals, BMI, health history, and more. If the Teladoc Health provider determines you meet the clinical criteria and otherwise meet all applicable medical standards in the exercise of their professional judgment, they will issue you a GLP-1 prescription for weight loss.

Although the Plan does not cover the cost of filling GLP-1 prescriptions for weight loss, discounted pricing options may be available. For example, Lilly Direct offers Zepbound with

discounted pricing (currently ranging from \$349 - \$499 per dose) to patients with a GLP-1 prescription from a Teladoc Health provider. If you are eligible for HRA benefits, you may use your HRA debit card to purchase the GLP-1 medication through Lilly Direct. Please see the attached Teladoc flyer summarizing the benefits and features of the program.

Modification to the Plan’s Genetic Testing Exclusion. For claims incurred on or after October 1, 2025, the Plan no longer excludes from coverage genetic testing specifically for Factor V Leiden if Medically Necessary. This genetic test can determine an inherited genetic variant that increases the risk of developing abnormal blood clots. Such genetic tests do require precertification under the Plan, and failure to obtain precertification triggers a \$200 penalty. See page 9 of the SPD for a description of the Plan’s precertification requirements. All other genetic testing remains excluded (except as required by Health Care Reform), as stated in Article IX of the SPD.

Clarification of the Plan’s Cosmetic Services and Supplies Exclusion. As stated in Article IX of the SPD, “cosmetic services or supplies” are excluded from coverage under the Health Plan. It is clarified that this exclusion *does not* apply to cosmetic services or supplies that are Medically Necessary, even if the service or supply also improves or changes the appearance of the body or otherwise has cosmetic aspects. However, precertification is required, as stated on page 9 of the SPD.

Trustee Update. There have been changes to the Plan’s Board of Trustees since the Plan’s SPD was published in 2024. The Plan’s current Trustees are:

Union Trustees

Doug Thomas, Chair
Jeffrey Steele
Bill Fuller
Mark Calkins
Jim Wonnacott

Employer Trustees

Lillian Santiallanes, Secretary
Jay Meier
Ryan Smith
Shaun O’Tool
Mark Mundy

All Trustees may be reached through the Administrative Office.

Agent for Service of Legal Process Update. The Plan’s agent for service of legal process with respect to uninsured benefits as described on page 81 of the SPD is updated to:

BeneSys, Inc.
5295 S. Commerce Dr., Ste. 220
Salt Lake City, UT 84107

Should you have any questions regarding these changes or regarding your other benefits, please contact the Administrative Office at **(801) 904-4897** or toll free at **(888) 867-9510** or by visiting www.iwbenefits.org.