

Unique ID: xxxxx-xxxx
PIN: xxxxxx

United States District Court for the Western District of Wisconsin

Micone v. UMR, Inc., No. 3:23-CV-00513

NOTICE OF SETTLEMENT

Our records indicate that you are/were a participant of an employer-sponsored health plan administered by UMR, Inc. (“UMR”), and that you or one of your beneficiaries may be eligible for a payment as part of a settlement between UMR and the United States Department of Labor (“DOL”).

UMR is a third-party administrator of health benefits plans sponsored by employers. In the case referenced above, DOL alleged, among other things, that health benefits for urinary drug screening (“UDS”) were improperly denied because it was determined that the participant or beneficiary’s drug screening was not medically necessary.

Although UMR disputes DOL’s allegations, UMR and DOL have agreed to settle their dispute through a Consent Order and Judgment (“Consent Judgment”). The Consent Judgment provides payment to participants and beneficiaries for certain health benefits claims for UDS treatment (“Covered UDS Claims”).¹ Our records indicate that you may have Covered UDS Claims, as identified below, and may be **eligible for a payment of up to \$172.12 per Covered UDS Claim.**

You may be eligible for two different payments.

- (1) All eligible participants or beneficiaries will receive a **Baseline UDS Payment of \$68.85** for each Covered UDS Claim, which is enclosed with this notice. No additional action is necessary to receive a Baseline UDS Payment. By cashing the enclosed check for the Baseline UDS Payment, you acknowledge that you have read, understood, and agree to the Release of claims enclosed with this notice, as explained on the Baseline UDS Payment check.
- (2) In addition, if you have documentation that you paid more than \$68.85 out-of-pocket for a Covered UDS Claim, you can send us that documentation, which may entitle you to an **Additional UDS Payment of up to \$103.27 per Covered UDS Claim**, for a total of up to \$172.12 per Covered UDS Claim.

To receive an Additional UDS Payment:

You must take action to receive an Additional UDS Payment of up to \$103.27 per Covered UDS Claim. Specifically, **no later than September 2, 2025**, you must complete the following steps:

¹ All capitalized terms in this notice are defined in the Consent Judgment, which can be found at www.UDSERSettlement.com.

- (1) Complete a claim form;
- (2) Print and sign the Release of claims document that accompanies this letter;
- (3) You must submit your claim, Release, and all required documents by September 2, 2025 at www.UDSERSettlement.com or by mail (postmarked by September 2, 2025) to: UMR UDS-ER Settlement, c/o JND Legal Administration, P.O. Box 91226, Seattle, WA 98111.
 - a. If submitting your claim online, visit www.UDSERSettlement.com and use the Unique ID and PIN listed on page 1 of this notice to access the claims submission portal. Also available on the website is a secure link that will provide you with information regarding your original claim(s) including the claim number(s), claim date(s), and provider name(s).

Important Note: Failure to complete all of these steps by the deadline listed above will invalidate your claim.

To receive an Additional UDS Payment: You must submit documentation demonstrating that you paid out-of-pocket to your medical provider for Covered UDS Claims in an amount above the Baseline UDS Payment. That documentation should include: copies of canceled checks, credit card statements, bank account statements, receipt(s) for payment(s), or statements from any other financial institution showing that you paid out-of-pocket to your medical provider for Covered UDS Claims in an amount above the Baseline UDS Payment. If you have multiple Covered UDS Claims, you should upload the necessary documentation for each claim.

Submitting these documents does not automatically entitle you to an Additional UDS Payment. After you have submitted the necessary documents, there will be a determination of whether you have met the requirements for payment. If the documents you submit demonstrate that you meet these requirements, you will receive an Additional UDS Payment.

A claim form and Release are enclosed in this mailing and available at www.UDSERSettlement.com.