

**AMENDMENT NO. SIX
TO THE
UNIVERSITY OF COLORADO HEALTH AND WELFARE PLAN**

WHEREAS, The Regents of the University of Colorado, a body corporate and a state institution of higher education of the State of Colorado (the “University” or “University of Colorado”) maintain the University of Colorado Health and Welfare Plan (the “Plan”) for the benefit of eligible employees; and

WHEREAS, Section 6.1 of the Plan reserves to the University the right to amend the Plan;

NOW THEREFORE, the Plan is amended effective July 1, 2018, unless otherwise noted herein, to read as follows:

1. Section 1.5 of the Plan is amended in its entirety, effective July 1, 2018, to read as follows:

“1.5 Dependent

‘Dependent’ means an Employee’s dependent, as defined under the terms of the applicable Component Document, who satisfies the requirements for eligibility under and participation in the Plan, which may include the Employee’s spouse, domestic partner, and partner in a civil union (pursuant to the Colorado Civil Union Act, C.R.S. § 14-15-101 et seq., as may be amended from time to time).”

2. The first paragraph of Appendix II (A) University Eligibility is amended in its entirety, effective July 1, 2018 to read as follows:

“A. UNIVERSITY ELIGIBILITY

The eligibility matrix for the University is hereby incorporated by reference and any change in eligibility in the matrix is deemed to be an amendment made by the Plan Sponsor. The matrix can be found at <https://www.cu.edu/docs/benefit-eligibility-matrix>.”

3. The “Eligible Employees” definition of Appendix II (B) UCH Eligibility is amended in its entirety, effective July 1, 2018 to read as follows:

“Eligible Employees: All regular employees who have a FTE status of 0.5 or more.”

4. The “Named Fiduciary/Trustee Names and Addresses” subsection of Appendix IV, “Administrative Facts” of the Plan is amended in its entirety, effective October 10, 2017, to read as follows:

<p>Named Fiduciary/Trustee Names and Addresses</p>	<p>Trustees:</p> <p>Kathy Nesbitt Allen Staver Dallis Howard-Crow Elizabeth Kissick John D. McDowell Kathleen M. McCreary Todd Saliman</p> <p>Address: University of Colorado Health and Welfare Trust 1800 Grant Street, Suite 800 Denver, CO 80203</p>
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5. The “Named Fiduciary/Trustee Names and Addresses” subsection of Appendix IV, “Administrative Facts” of the Plan is amended in its entirety, effective May 1, 2018, to read as follows:

<p>Named Fiduciary/Trustee Names and Addresses</p>	<p>Trustees:</p> <p>Kathy Nesbitt C. Dan Rieber Dallis Howard-Crow Elizabeth Kissick John D. McDowell Kathleen M. McCreary Todd Saliman</p> <p>Address: University of Colorado Health and Welfare Trust 1800 Grant Street, Suite 800 Denver, CO 80203</p>
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This Amendment No. Six may be executed by original signature or electronic signature in multiple counterparts and may be delivered by fax or other electronic means, each of which shall be deemed to be an original, and all of which, when taken together shall constitute one (1) document.

The University of Colorado has caused this Amendment No. Six to be effective as provided herein, and executed as provided below.

PLAN SPONSOR

THE REGENTS OF THE UNIVERSITY OF COLORADO, a body corporate and state institution of higher education of the State of Colorado

By: _____
Bruce D. Benson
President

Date: _____

The Participating Employers agree to Amendment No. Six to the University of Colorado Health and Welfare Plan effective as provided herein.

PARTICIPATING EMPLOYERS (IN ADDITION TO PLAN SPONSOR)

UNIVERSITY OF COLORADO HOSPITAL AUTHORITY, a body corporate and political subdivision of the State of Colorado

By: _____
Dallis Howard-Crow
Chief Human Resources Officer

Date: _____

UNIVERSITY PHYSICIANS, INCORPORATED

By: _____
Jane Schumaker
Executive Director

Date: _____

ACKNOWLEDGMENT

I, Kathy Nesbitt, Chairperson and Secretary of the Trust Committee of the University of Colorado Health and Welfare Trust (“Trust”), hereby acknowledge notification and receipt on behalf of the Trust, of Amendment No. Six to the University of Colorado Health and Welfare Plan (“Plan”).

**UNIVERSITY OF COLORADO HEALTH
AND WELFARE TRUST**

By: _____
Kathy Nesbitt
Chairperson of the Trust Committee and
Secretary

Dated: June 5, 2018