

**AMENDMENT NO. THREE  
TO THE  
UNIVERSITY OF COLORADO HEALTH AND WELFARE PLAN AND TRUST  
HIPAA PRIVACY USE AND DISCLOSURE PROCEDURES**

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"), as the Plan Sponsor of the University of Colorado Health and Welfare Plan ("Health and Welfare Plan") and the health care flexible spending account component of The University of Colorado Flexible Benefits Plan and the University of Colorado Hospital Authority, a body corporate and political subdivision of the State of Colorado, as Plan Sponsor of the health care spending account plan component of the University of Colorado Hospital Authority Cafeteria Plan and the Trust Committee of the University of Colorado Health and Welfare Trust (the "Trust") are responsible for maintaining the University of Colorado Health and Welfare Plan and Trust HIPAA Privacy Use and Disclosure Procedures (the "Use and Disclosure Procedures"); and

WHEREAS, the University and Trust Committee wish to amend the Use and Disclosure Procedures, effective July 1, 2012, except as otherwise provided herein.

NOW THEREFORE, the Use and Disclosure Procedures are amended effective July 1, 2012, except as otherwise provided herein, to read as follows:

1. The first paragraph of the Introduction of the Use and Disclosure Procedures is further amended effective July 1, 2012 to read as follows:

**"Introduction**

The University of Colorado Health and Welfare Plan ('H&W Plan') is sponsored by The Regents of the University of Colorado, a body corporate and a state institution of higher education of the State of Colorado ('University') and contains the following component self-funded benefits which are funded through the University of Colorado Health and Welfare Trust ('Trust'):

1. CU Health Plan – Access Network (*Membership frozen. Only available to subscribers who were subscribers as of June 30, 2010 who have continuously subscribed.*);
2. CU Health Plan – High Deductible;
3. CU Health Plan – Exclusive;
4. Health Risk Assessment Program;
5. CU Health Plan – Administered by Kaiser Permanente Insurance Company; and

6. CU Health Plan – Medicare.

In addition, the Trust is the funding vehicle for the following plans:


7. Health Care Flexible Spending Account Component of The University of Colorado Flexible Benefits Plan ('University Flex Plan') which is sponsored by the University; and
8. Health Care Spending Account Plan of the University of Colorado Hospital Authority Cafeteria Plan ('UCH Flex Plan') which is sponsored by the University of Colorado Hospital Authority ('UCH')."

The University of Colorado, University of Colorado Hospital Authority and the Trust agree to Amendment No. Three to the Use and Disclosure Procedures effective as of the effective date of such amendment and the Use and the Disclosure Procedures.

This Amendment No. Three may be executed 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 together shall constitute one and the same document.

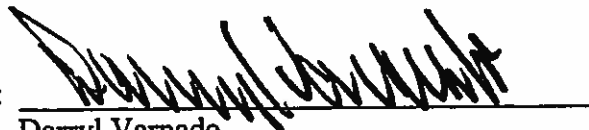
**APPROVED**

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

By:   
Bruce D. Benson  
President

Date: 6/18/12

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

By:   
Darryl Varnado  
Vice President & Chief Human Resources Officer


Date: 6/18/12

UNIVERSITY OF COLORADO HEALTH AND  
WELFARE TRUST

By:   
E. Jill Pollock  
Chairperson, Trust Committee

Date: 6/18/12

APPROVED AS TO LEGAL SUFFICIENCY  
OFFICE OF UNIVERSITY COUNSEL

By:   
Jeremy Hueth  
Managing Associate University Counsel  
Special Assistant Attorney General

Date: 6/18/12