

**AMENDMENT NO. TEN
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 as provided herein, to read as follows:

1. The Named Fiduciary/Trustee Names and Addresses subsection of Appendix IV of the Plan is amended in its entirety, effective July 31, 2012, to read as follows:

"Named Fiduciary/Trustee Names and Addresses	Trustees: E. Jill Pollock Kelly Fox Anthony C. DeFurio Elizabeth Kissick Address: University of Colorado Health and Welfare Trust 1800 Grant Street, Suite 800 Denver, CO 80203"
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2. The Named Fiduciary/Trustee Names and Addresses subsection of Appendix IV of the Plan is amended in its entirety, effective August 17, 2012, to read as follows:

"Named Fiduciary/Trustee Names and Addresses	Trustees: E. Jill Pollock Anthony C. DeFurio Elizabeth Kissick Todd Saliman Address: University of Colorado Health and Welfare Trust 1800 Grant Street, Suite 800 Denver, CO 80203"
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3. The Named Fiduciary/Trustee Names and Addresses subsection of Appendix IV of the Plan is amended in its entirety, effective September 5, 2012, to read as follows:

"Named Fiduciary/Trustee Names and Addresses	Trustees: E. Jill Pollock Anthony C. DeFurio Elizabeth Kissick Todd Saliman Bonnie P. Shelor Address: University of Colorado Health and Welfare Trust 1800 Grant Street, Suite 800 Denver, CO 80203"
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This Amendment No. Ten 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. Ten to be effective as provided herein, and executed as provided below.

PLAN SPONSOR

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: 10/1/12

b.c. [initials] 10/1/12

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

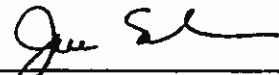
PARTICIPATING EMPLOYERS (IN ADDITION TO PLAN SPONSOR)

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

By: _____
John P. Harney
President and Chief Executive Officer

Date: _____

UNIVERSITY PHYSICIANS, INCORPORATED

By: 
Jane Schumaker
Executive Director

Date: 10-1-12

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

PLAN SPONSOR

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: _____

The Participating Employers agree to Amendment No. Ten 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: _____
John P. Harney
President and Chief Executive Officer

Date: 11/26/12

UNIVERSITY PHYSICIANS, INCORPORATED

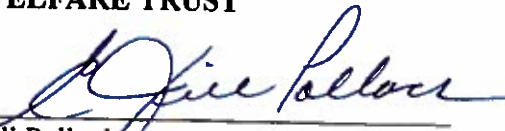
By: _____
Jane Schumaker
Executive Director

Date: _____

ACKNOWLEDGEMENT

I, E. Jill Pollock, 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. Ten to the University of Colorado Health and Welfare Plan ("Plan").

**UNIVERSITY OF COLORADO HEALTH
AND WELFARE TRUST**

By 
E. Jill Pollock
Chairperson of the Trust Committee and
Secretary

Dated: 10/11, 2012