

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

WHEREAS, the University of Colorado, a body corporate and a state institution of higher education of the State of Colorado (the "University") maintains 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, Section C, UPI ELIGIBILITY, of Appendix II of the Plan is amended in its entirety effective January 1, 2011, to read as follows:

**"C. UPI ELIGIBILITY**

- Eligible Employees:** All regular employees who have a FTE status of .5 or more, and are on UPI's monthly pay cycle. Temporary employees are not eligible.
- Effective Date of Coverage:** The first day of the month coincident with or immediately following the regular employee's start date.
- Special Category:** A retiree under or over 65 who has retired from UPI as an Administration Director who has met the qualifications described in the UPI Administration Executive Retirement Policy, Medical & Dental Insurance Benefit, Policy Statement."

This Amendment No. Four may be executed in multiple counterparts and may be delivered by fax or other electronic means, all of which shall be deemed to be originals, and all of which shall constitute one (1) document.

The University of Colorado has caused this Amendment No. Four to be executed this 30<sup>th</sup> day of December, 2010, effective January 1, 2011.

**PLAN SPONSOR**

**UNIVERSITY OF COLORADO**

By: \_\_\_\_\_

*E. Jill Pollock*  
E. Jill Pollock

University Physicians, Incorporated, pursuant to Section 6.1 of the Plan, agrees to Amendment No. Four to the University of Colorado Health and Welfare Plan effective January 1, 2011.

**UNIVERSITY PHYSICIANS, INCORPORATED**

By: \_\_\_\_\_

*Lilly Marks*  
Lilly Marks  
Executive Director