

**AMENDMENT NO. TWO  
TO THE  
UNIVERSITY OF COLORADO HEALTH AND WELFARE TRUST**

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"), the University of Colorado Hospital Authority, a body corporate and political subdivision of the State of Colorado ("UCH"), and University Physicians, Incorporated, a Colorado nonprofit corporation ("UPI"), and E. Jill Pollock, Darryl W. Varnado, Kelly Fox, Anthony C. DeFurio and Elizabeth Kissick as the initial named Trustees (hereinafter referred to collectively as the "Trustee"), entered into the Declaration of Trust and Agreement to establish the University of Colorado Health and Welfare Trust (collectively the "Trust") effective June 28, 2010; and

WHEREAS, a Trust Committee has been appointed pursuant to Section 3.1 of the Trust; and

WHEREAS, Section 9.1 of the Trust reserves to the Trust Committee the power to amend the Trust;

NOW THEREFORE, the Trust is amended effective July 1, 2011, unless otherwise provided herein, to read as follows:

1. The fourth sentence of Section 5.2 of the Trust, is amended, effective July 1, 2010, by adding the following before the semicolon, to read as follows: "if made through payroll".

2. Item 6(b) of Exhibit A, is amended in its entirety, effective July 1, 2010, to read as follows:

“(b) Pretax Premium Component of the University Flex Plan with respect to Health Premiums for the Component Benefit Plans listed in Items 1-3 of this Exhibit A”

3. Item 6(b) of Exhibit A, is amended in its entirety, effective January 1, 2011, to read as follows:

“(b) Pretax Premium Component of the University Flex Plan with respect to Health Premiums for the Component Benefit Plans listed in Items 1-3 and 5 of this Exhibit A”

4. Item 7(b) of Exhibit A, is amended in its entirety, effective July 1, 2010, to read as follows:

“(b) Pretax Premium Component of the UCH Cafeteria Plan with respect to Health Premiums for the Component Benefit Plans listed in Items 1-3 of this Exhibit A”

5. Item 7(b) of Exhibit A, is amended in its entirety, effective January 1, 2011, to read as follows:

“(b) Pretax Premium Component of the UCH Cafeteria Plan with respect to Health Premiums for the Component Benefit Plans listed in Items 1-3 and 5 of this Exhibit A”

6. Exhibit A is replaced in its entirety, to read as follows:

“UNIVERSITY OF COLORADO  
HEALTH AND WELFARE TRUST

EXHIBIT A

LIST OF BENEFIT PLANS

UNIVERSITY OF COLORADO HEALTH AND WELFARE PLAN: LIST OF COMPONENT BENEFIT PLANS (EFFECTIVE JULY 1, 2011)

1. BlueAdvantage HMO Plan for the University of Colorado (HMO Colorado) (which includes Blue View Vision for the University of Colorado)
2. Lumenos Health Savings Account (HSA – Compatible) Plan for the University of Colorado
3. UA Net Plan for the University of Colorado (which includes Blue View Vision for the University of Colorado)
4. UA Net Plan – Colorado Springs
5. Health Risk Assessment Program
6. Kaiser Permanente EPO
7. Medicare Primary Plan for the University of Colorado

*The University of Colorado Health and Welfare Plan is sponsored by the University. The Trust is the funding vehicle.*

ADDITIONAL PLANS FUNDED THROUGH TRUST (EFFECTIVE JULY 1, 2011)

8. (a) Health Care Flexible Spending Account Component of The University of Colorado Flexible Benefits Plan (“University Flex Plan”)
- (b) Pretax Premium Component of the University Flex Plan with respect to Health Premiums for the Component Benefit Plans listed in Items 1-6 of this Exhibit A

9. (a) Health Care Spending Account Plan of the University of Colorado Hospital Authority Cafeteria Plan ("UCH Cafeteria Plan")
- (b) Pretax Premium Component of the UCH Cafeteria Plan with respect to Health Premiums for the Component Benefit Plans listed in Items 1-6 of this Exhibit A

*Item 8 is sponsored by the University. Item 9 is sponsored by UCH. The Trust is the funding vehicle for Items 8 and 9."*

This Amendment No. Two to the Trust 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.

This Amendment No. Two to the Trust is adopted at a Trust Committee meeting held on April 21, 2011.

**TRUST COMMITTEE:**

**TRUSTEE**

By:   
E. Jill Pollock

Date: 4/21/2011

**TRUSTEE**

By: \_\_\_\_\_  
Darryl W. Varnado

Date: \_\_\_\_\_

**TRUSTEE**

By: \_\_\_\_\_  
Elizabeth Kissick

Date: \_\_\_\_\_

**TRUSTEE**

By:   
Kelly Fox

Date: 4/21/2011

**TRUSTEE**

By: \_\_\_\_\_  
Anthony C. DeFurio

Date: \_\_\_\_\_

- 9. (a) Health Care Spending Account Plan of the University of Colorado Hospital Authority Cafeteria Plan ("UCH Cafeteria Plan")
- (b) Pretax Premium Component of the UCH Cafeteria Plan with respect to Health Premiums for the Component Benefit Plans listed in Items 1-6 of this Exhibit A.

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Date: \_\_\_\_\_

**TRUSTEE**

By: \_\_\_\_\_  
Darryl W. Varnado

Date: 4/21/11

**TRUSTEE**

By: \_\_\_\_\_  
Elizabeth Kissick

Date: \_\_\_\_\_

**TRUSTEE**

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Kelly Fox

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By: Elizabeth Kissick  
Elizabeth Kissick

Date: 4/21/11

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