

**AMENDMENT NO. FOUR  
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, 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, 2012, to read as follows:

1. Exhibit A is replaced in its entirety effective July 1, 2012, 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, 2012)**

1. CU Health Plan – Access Network
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
6. CU Health Plan – Medicare

*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, 2012)**

7. (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 1-5 of this Exhibit A
  
8. (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 1-5 of this Exhibit A

*Item 7 is sponsored by the University. Item 8 is sponsored by UCH. The Trust is the funding vehicle for Items 7 and 8."*

This Amendment No. Four to the Trust is adopted at a Trust Committee meeting held on June 18, 2012.

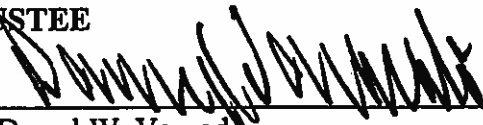
**TRUST COMMITTEE:**

**TRUSTEE**

By:   
E. Jill Pollock

Date: 6/18/12

**TRUSTEE**

By:   
Darryl W. Varnada

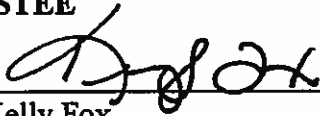
Date: 6/18/12

**TRUSTEE**

By:   
Elizabeth Kissick

Date: 6/28/12

**TRUSTEE**

By:   
Kelly Fox

Date: 6/28/12

**TRUSTEE**

By:   
Anthony C. DeFurio

Date: 6/22/12