

**AMENDMENT NO. SEVEN
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 which has been subsequently amended, and

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

NOW THEREFORE, the Trust is hereby amended effective July 1, 2015.

1. The second to last paragraph in Section 4.2 is amended in its entirety, to read as follow:

"All fees, costs and expenses necessary or incident to the administration of the Self-Funded Benefit Plans and any health savings account fees, costs and expenses related thereto may be paid from the Trust and shall, unless otherwise determined by the Trust Committee, be based upon the average number of covered Employees of each Employer participating in the Self-Funded Benefit Plans as of the first day of each month for the Fiscal Year commencing July 1, 2010 and each Fiscal Year thereafter. Unless an Employer agrees to pay a particular expense or there is a majority vote by the Trustees that a particular expense is specific to an Employer and shall be paid by such Employer, any fees, costs and expenses shall be paid by the Trust. Any other fees, costs and expenses shall be allocated among the Benefit Plans in an equitable manner as determined by the Trustees."

2. Exhibit A of the Trust is amended 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, 2015)**

1. CU Health Plan – High Deductible/HSA Compatible
2. CU Health Plan – Exclusive

3. Health Risk Assessment Program
4. CU Health Plan –Kaiser
5. CU Health Plan – Vision
6. CU Health Plan – Medicare
7. CU Health Plan – Extended
8. CU Health Plan – Dental EPO
9. CU Health Plan – Dental PPO
10. CU Health Plan – Dental Premier

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, 2015)

11. (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 and 7-10 of this Exhibit A
12. (a) Pretax Premium Component of the University of Colorado Hospital Authority Cafeteria Plan with respect to Health Premiums for the Component Benefit Plans listed in Items 1-4 and 7 of this Exhibit A

Item 11 is sponsored by the University. Item 12 is sponsored by UCH. The Trust is the funding vehicle for Items 11 and 12.”

This Amendment No. Seven to the Trust may be executed by electronic signature and in multiple counterparts and may be delivered by fax and other electronic means, all of which shall be deemed to be originals and all of which shall constitute one document.

This Amendment No. Seven to the Trust is adopted at a Trust Committee meeting held on June 2, 2015.

TRUST COMMITTEE:

TRUSTEE

By: 
Anthony C. DeFurio

Date: 7/2/15

TRUSTEE

By: 
Dallis Howard-Crow

Date: _____

TRUSTEE

By: 
Elizabeth Kissick

Date: 6.2.15

TRUSTEE

By: 
Kathleen M. McCreary

Date: 6-23-15

TRUSTEE

By: _____
John D. McDowell


Date: _____

TRUSTEE

By: 
E. Jill Pollock

Date: 6/2/15

TRUSTEE

By: 
Todd Saliman

Date: 6/2/15

This Amendment No. Seven to the Trust may be executed by electronic signature and in multiple counterparts and may be delivered by fax and other electronic means, all of which shall be deemed to be originals and all of which shall constitute one document.

This Amendment No. Seven to the Trust is adopted at a Trust Committee meeting held on June 2, 2015.

TRUST COMMITTEE:

TRUSTEE

By: _____
Anthony C. DeFurio

Date: _____

TRUSTEE

By: Dallis Howard Crow
Dallis Howard Crow

Date: _____

TRUSTEE

By: Elizabeth Kissick
Elizabeth Kissick

Date: 6.2.15

TRUSTEE

By: Kathleen M. McCreary
Kathleen M. McCreary

Date: 6-23-15

TRUSTEE

By: John D. McDowell
John D. McDowell

Date: 07-01-2015

TRUSTEE

By: E. Jill Pollock
E. Jill Pollock

Date: 6/2/15

TRUSTEE

By: Todd Saliman
Todd Saliman

Date: 6/2/15

This Amendment No. Seven to the Trust may be executed by electronic signature and in multiple counterparts and may be delivered by fax and other electronic means, all of which shall be deemed to be originals and all of which shall constitute one document.

This Amendment No. Seven to the Trust is adopted at a Trust Committee meeting held on June 2, 2015.

TRUST COMMITTEE:

TRUSTEE

By: _____
Anthony C. DeFurio

Date: _____

TRUSTEE

By: Dallis Howard Crow
Dallis Howard-Crow

Date: _____

TRUSTEE

By: Elizabeth Kissick
Elizabeth Kissick

Date: 6.2.15

TRUSTEE

By: Kathleen M. McCreary
Kathleen M. McCreary

Date: 6-23-15

TRUSTEE

By: _____
John D. McDowell

Date: _____

TRUSTEE

By: E. Jill Pollock
E. Jill Pollock

Date: 6/2/15

TRUSTEE

By: Todd Saliman
Todd Saliman

Date: 6/2/15

This Amendment No. Seven to the Trust may be executed by electronic signature and in multiple counterparts and may be delivered by fax and other electronic means, all of which shall be deemed to be originals and all of which shall constitute one document.

This Amendment No. Seven to the Trust is adopted at a Trust Committee meeting held on June 2, 2015.

TRUST COMMITTEE:

TRUSTEE

By: _____
Anthony C. DeFurio

Date: _____

TRUSTEE

By: Dallis Howard-Crow
Dallis Howard-Crow

Date: _____

TRUSTEE

By: Elizabeth Kissick
Elizabeth Kissick

Date: 6.2.15

TRUSTEE

By: Kathleen M. McCreary
Kathleen M. McCreary

Date: 6-23-15

TRUSTEE

By: _____
John D. McDowell

Date: _____

TRUSTEE

By: E. Jill Pollock
E. Jill Pollock

Date: 6/2/15

TRUSTEE

By: Todd Saliman
Todd Saliman

Date: 6/2/15

This Amendment No. Seven to the Trust may be executed by electronic signature and in multiple counterparts and may be delivered by fax and other electronic means, all of which shall be deemed to be originals and all of which shall constitute one document.

This Amendment No. Seven to the Trust is adopted at a Trust Committee meeting held on June 2, 2015.

TRUST COMMITTEE:

TRUSTEE

By: _____
Anthony C. DeFurio

Date: _____

TRUSTEE

By: Dallis Howard Crow
Dallis Howard Crow

Date: _____

TRUSTEE

By: Elizabeth Kissick
Elizabeth Kissick

Date: 6.2.15

TRUSTEE

By: Kathleen M. McCreary
Kathleen M. McCreary

Date: 6-23-15

TRUSTEE

By: _____
John D. McDowell

Date: _____

TRUSTEE

By: E. Jill Pollock
E. Jill Pollock

Date: 6/2/15

TRUSTEE

By: Todd Saliman
Todd Saliman

Date: 6/2/15