

**AMENDMENT NO. EIGHT  
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 (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, 2016.

1. Section 3.5 of the Trust Agreement is amended in its entirety to read as follows:

**MEETINGS:** The Trust Committee shall determine the time and place of its regular meetings. Special meetings of the Trust Committee may be called by the chairperson or by three (3) Trustees. The chairperson shall provide the Trustees with at least thirty (30) days prior written notice designating the time and place of a regular meeting and seven (7) days prior written notice designating the time and place of any special meeting. Regular and special meetings of the Trust Committee may be held by telephone or electronic (internet-based) conference call. Any meeting at which all Trustees are present in person, or concerning which all Trustees have waived notice in writing, shall be a valid meeting without the requirement to provide any notice."

2. Section 3.8 of the Trust Agreement is amended in its entirety to read as follows:

**CONFLICT OF INTEREST:** Trustees should avoid the appearance of impropriety. A Trustee shall exercise care that the Trustee's independent judgment in the discharge of Trust Committee responsibilities is not impaired as a result of conflicts between the interests of the Trust and the Trustee's own financial interests or personal interest, the financial interest or personal interests of the members of the Trustee's family or associates, or the financial interests of the organization the Trustee represents. In the event that a Trustee believes that he or she has a conflict of interest, the Trustee shall disclose the conflict to the Trust Committee and shall refrain from participating in the matter to which the conflict relates. The minutes of the meeting where the disclosure is made shall reflect the disclosure and the fact of the Trustee having abstained from participation in the matter. A Trustee shall not use confidential information acquired in the course of the performance of Trust Committee responsibilities to further that Trustee's own financial interests or personal interest, the financial interests or

personal interests of the members of the Trustee's family or associates, or the financial interest of the organization the Trustee represents."

3. Exhibit A of the Trust Agreement 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, 2016)

1. CU Health Plan – High Deductible/HSA Compatible
2. CU Health Plan – Exclusive
3. CU Health Plan – Exclusive2
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, 2016)

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, 2, 4-5, and 7-10 of this Exhibit A

12. 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, 3-4, 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. Eight 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. Eight to the Trust is adopted at a Trust Committee meeting held on June 21, 2016.

**TRUST COMMITTEE:**

**TRUSTEE**

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

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

**TRUSTEE**

By: \_\_\_\_\_  
Dallis Howard-Crow

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

**TRUSTEE**

By: Elizabeth Kissick  
Elizabeth Kissick

Date: 6/21/16

**TRUSTEE**

By: Kathleen M. McCreary  
Kathleen M. McCreary

Date: 6/21/16

**TRUSTEE**

By: John D. McDowell  
John D. McDowell

Date: 21 June 2016

**TRUSTEE**

By: Kathy Nesbitt  
Kathy Nesbitt

Date: 6/24/16

**TRUSTEE**

By: Todd Saliman  
Todd Saliman

Date: 6/21/16

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This Amendment No. Eight to the Trust is adopted at a Trust Committee meeting held on June 21, 2016.

**TRUST COMMITTEE:**

**TRUSTEE**

By:   
Anthony C. DeFurio


Date: 6/28/16

**TRUSTEE**

By:   
Dallis Howard-Crow

Date: 6/21/16

**TRUSTEE**

By:   
Elizabeth Kissick

Date: 6/21/16

**TRUSTEE**

By:   
Kathleen M. McCreary

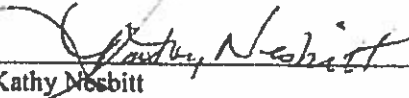
Date: 6/21/16

**TRUSTEE**

By:   
John D. McDowell

Date: 21 June 2016

**TRUSTEE**

By:   
Kathy Nesbitt

Date: 6/24/16

**TRUSTEE**

By:   
Todd Saliman

Date: 6/21/16