

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

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” or “University of Colorado”) maintain 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, the Plan is amended effective July 1, 2019, unless otherwise noted herein, to read as follows:

1. Appendix II (A) University Eligibility is amended in its entirety, effective July 1, 2019 to read as follows:

**“A. UNIVERSITY ELIGIBILITY”**

The eligibility matrix for the University is hereby incorporated by reference and any change in eligibility in the matrix is deemed to be an amendment made by the Plan Sponsor. The matrix can be found at <https://www.cu.edu/docs/benefit-eligibility-matrix>.

*Employees of the University and their dependents, former Employees of the University and their dependents, and Regent Board Members are not eligible for CU Health Plan-Exclusive2 or CU Health Plan-HDHP2.”*

2. Appendix II (B) UCH Eligibility is amended in its entirety, effective July 1, 2019 to read as follows:

**“B. UCH ELIGIBILITY”**

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|---|---|
| <b><u>Eligible Employees:</u></b>         | All regular employees who have a FTE status of 0.5 or more.   |
| <b><u>Effective Date of Coverage:</u></b> | The first day of the month coincident with or immediately after completing the eligibility requirements.  |
| <b><u>Special Category:</u></b>           | PERA Guarantee Retiree – a person who: (1) was an employee of the University of Colorado Hospital (‘University Hospital’) on or prior to the date the assets and liabilities of University Hospital were transferred to and assumed by UCH; (2) elected on or after such transfer date to become an employee of UCH; (3) retired from UCH |

with at least 10 years of service with University Hospital and/or UCH; and (4) is at least 55 but under 65 years of age.

*Certain otherwise eligible Employees of UCH and their dependents and former Employees of UCH and their dependents are eligible for CU Health Plan-Kaiser and CU Health Plan-Extended, as determined by UCH.*

*Employees of UCH and their dependents and former Employees of UCH and their dependents are not eligible for CU Health Plan- High Deductible/HSA Compatible, CU Health Plan-Vision or CU Health Plan-Exclusive.*

*Employees of UCH and their dependents and former Employees of UCH and their dependents are not eligible for CU Health Plan- Essential Dental, CU Health Plan-Choice Dental and CU Health Plan-Premier Dental."*

3. Appendix II (C) UPI Eligibility is amended in its entirety, effective July 1, 2019 to read as follows:

**"C. UPI ELIGIBILITY**

<b><u>Eligible Employees:</u></b>	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.
<b><u>Effective Date of Coverage:</u></b>	The first day of the month coincident with or immediately following the regular employee's start date.
<b><u>Special Category:</u></b>	A retiree under 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.

*Employees of UPI and their dependents and former Employees of UPI and their dependents are not eligible for CU Health Plan – HDHP2, CU Health Plan – Extended or CU Health Plan-Exclusive2."*

- 4 . Appendix III Component Documents is amended in its entirety, effective July 1, 2019 to read as follows:

**"COMPONENT DOCUMENTS**

Effective July 1, 2019, or unless otherwise noted herein, the terms, conditions and limitations of the benefits described in Article III of the Plan are contained in the Component Documents listed from time to time in this Appendix III which are incorporated herein by reference. All Component Documents are healthcare components

subject to HIPAA. The Component Documents listed below can be found at <http://www.becolorado.org/plans>.

A. Medical and Prescription Benefits

1. Benefits Booklet for CU Health Plan - High Deductible/HSA Compatible
2. Benefits Booklet for CU Health Plan – HDHP2
3. Benefits Booklet for CU Health Plan - Exclusive
  - a. Includes Vision Benefits Booklet (Eye Exam only)
4. Benefits Booklet for CU Health Plan – Exclusive2
  - a. Includes Vision Benefits Booklet (Eye Exam only)
5. Benefits Booklet for CU Health Plan – Kaiser
6. Benefits Booklet for CU Health Plan – Medicare
7. Benefits Booklet for CU Health Plan – Vision
8. Benefits Booklet for CU Health Plan – Extended
9. Benefits Booklet for CU Health Plan – Essential Dental
10. Benefits Booklet for CU Health Plan – Choice Dental
11. Benefits Booklet for CU Health Plan – Premier Dental.”

5. The first paragraph of the “Administrator” subsection of Appendix IV, “Administrative Facts” of the Plan is amended in its entirety, effective July 1, 2019, to read as follows:

Administrator	Rocky Mountain Hospital and Medical Services, Inc. d.b.a. Anthem Blue Cross and Blue Shield (for <i>CU Health Plan-High Deductible/HSA Compatible, CU Health Plan-HDHP2, CU Health Plan-Exclusive, CU Health Plan-Exclusive2, CU Health Plan-Medicare, CU Health Plan-Vision, and CU Health Plan-Extended</i> ) 700 Broadway Denver, CO 80273-0001 800-735-6072
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6. The “Administrator/Named Claims Fiduciary with respect to CU Health Plan-High Deductible/HSA Compatible, CU Health Plan-Exclusive, CU Health Plan-Exclusive2, CU Health Plan-Medicare, CU Health Plan-Vision, CU Health Plan-Extended” subsection of Appendix IV, “Administrative Facts” of the Plan is amended in its entirety, effective July 1, 2019, to read as follows:

Administrator/Named Claims Fiduciary with respect to CU Health Plan-High Deductible/HSA Compatible, CU Health Plan-HDHP2, CU Health Plan-Exclusive, CU Health Plan- Exclusive2, CU Health Plan- Medicare, CU Health Plan- Vision, CU Health Plan-Extended	Rocky Mountain Hospital and Medical Services, Inc. d.b.a. Anthem Blue Cross and Blue Shield 700 Broadway Denver, CO 80273-0001 800-735-6072
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7. In the “Named Fiduciary/Trustee Names and Addresses” subsection of Appendix IV, “Administrative Facts” of the Plan, Anthony C. DeFurio is removed as a Trustee effective October 20, 2017 (instead of October 10, 2017 as reflected in Amendment No. Six to the Plan) and Allen Staver was added as a Trustee effective October 27, 2017 (instead of October 10, 2017 as reflected in Amendment No. Six to the Plan).

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This Amendment No. Seven may be executed by original signature or electronic signature in multiple counterparts and may be delivered by fax or other electronic means, each of which shall be deemed to be an original, and all of which, when taken together shall constitute one (1) document.

The University of Colorado has caused this Amendment No. Seven to be effective as provided herein, and executed as provided below.

**PLAN SPONSOR**

**THE REGENTS OF THE UNIVERSITY OF COLORADO**, a body corporate and state institution of higher education of the State of Colorado

By:   
Bruce D. Benson  
President

Date: 6/21/19

The Participating Employers agree to Amendment No. Seven to the University of Colorado Health and Welfare Plan effective as provided herein.


**PARTICIPATING EMPLOYERS (IN ADDITION TO PLAN SPONSOR)**

**UNIVERSITY OF COLORADO HOSPITAL AUTHORITY**, a body corporate and political subdivision of the State of Colorado

By: \_\_\_\_\_  
Dallis Howard-Crow  
Chief Human Resources Officer

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

**UNIVERSITY PHYSICIANS, INCORPORATED**

By:   
Jane Schumaker  
Executive Director

Date: 6-12-19

OK  
~~12/1~~  
6/21/19

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THE REGENTS OF THE UNIVERSITY OF COLORADO, a body corporate and state institution of higher education of the State of Colorado

By: \_\_\_\_\_  
Bruce D. Benson  
President

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

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**PARTICIPATING EMPLOYERS (IN ADDITION TO PLAN SPONSOR)**

UNIVERSITY OF COLORADO HOSPITAL AUTHORITY, a body corporate and political subdivision of the State of Colorado

By: Dallis Howard-Crow  
Dallis Howard-Crow  
Chief Human Resources Officer

Date: 6/19/19

**UNIVERSITY PHYSICIANS, INCORPORATED**


By: \_\_\_\_\_  
Jane Schumaker  
Executive Director

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

### ACKNOWLEDGMENT

I, Kathy Nesbitt, Chairperson and Secretary of the Trust Committee of the University of Colorado Health and Welfare Trust ("Trust"), hereby acknowledge notification and receipt on behalf of the Trust, of Amendment No. Seven to the University of Colorado Health and Welfare Plan ("Plan").

### UNIVERSITY OF COLORADO HEALTH AND WELFARE TRUST

By:  \_\_\_\_\_  
Kathy Nesbitt  
Chairperson of the Trust Committee and  
Secretary

Dated: 6/13/2019 \_\_\_\_\_, 2019