

**AMENDMENT NO. TWELVE
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 January 1, 2020.

1. 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 JANUARY 1, 2020)

1. CU Health Plan – High Deductible/HSA Compatible
2. CU Health Plan – HDHP2
3. CU Health Plan – Exclusive
4. CU Health Plan – Exclusive2
5. CU Health Plan – Kaiser
6. CU Health Plan – International
7. CU Health Plan – Vision
8. CU Health Plan – Medicare
9. CU Health Plan – Extended
10. CU Health Plan – Essential Dental

11. CU Health Plan – Choice Dental

12. CU Health Plan – Premier Dental

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 JANUARY 1, 2020)

- 13. (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, 3, 5-7 and 9-12 of this Exhibit A
- 14. 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 2, 4, 5, and 9 of this Exhibit A

Item 13 is sponsored by the University. Item 14 is sponsored by UCH. The Trust is the funding vehicle for Items 13 and 14.”

This Amendment No. Twelve 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. Twelve to the Trust is adopted at a Trust Committee meeting held on December 10, 2019.

TRUST COMMITTEE:

TRUSTEE

By: _____ Date: _____
C. Dan Rieber

TRUSTEE

By: _____ Date: _____
Dallis Howard-Crow

TRUSTEE

By: _____ Date: _____
Elizabeth Kissick

TRUSTEE

By: _____ Date: _____
Michael Cancro

TRUSTEE

By: _____ Date: _____
John D. McDowell

TRUSTEE

By: _____ Date: _____
Kathy Nesbitt

TRUSTEE

By: _____ Date: _____
Todd Saliman