

**AMENDMENT NO. THREE
TO THE
UNIVERSITY OF COLORADO HEALTH AND WELFARE PLAN
(As Amended and Restated Effective July 1, 2021)**

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 January 1, 2024, unless otherwise noted herein, to read as follows:

1. Section 2.5 Continuation Coverage Rights is amended by adding the following:

“(d) FAMLI

Notwithstanding any other Plan provision regarding termination of coverage, in the event participation in medical coverage offered through this Plan would terminate due to the Member taking FAMLI leave, such benefits shall be continued for the least of: the period of the leave, twelve (12) weeks, or sixteen (16) weeks if an eligible Member has a serious health condition related to pregnancy complications or childbirth complications. For purposes of this subsection, ‘FAMLI’ means the University of Colorado’s self-funded and self-administered Family and Medical Leave Insurance program.”

2. Effective September 5, 2023, the “Named Fiduciary/Trustee Names and Addresses” subsection of Appendix IV is amended in its entirety, to read as follows:

“Named Fiduciary/Trustee Names and Addresses	Trustees: Felicity O’Herron Elizabeth Kissick John D. McDowell Terri C. Carrothers Chad Marturano Todd Haggerty Address: University of Colorado Health and Welfare Trust 1800 Grant Street, Suite 800 Denver, CO 80203”
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3. Effective July 1, 2022, the “Administrator/Named Claims Fiduciary with respect to CU Health Plan –Kaiser” subsection of Appendix IV is amended in its entirety, to read as follows:

“Administrator/Named Claims Fiduciary with respect to CU Health Plan –Kaiser	Kaiser Permanente Insurance Company 300 Lakeside Drive 26th Floor Oakland, California 94612”
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This Amendment No. Three 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 document.

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

PLAN SPONSOR

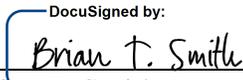
THE REGENTS OF THE UNIVERSITY OF COLORADO, a body corporate and state institution of higher education of the State of Colorado

By:  _____
Todd Saliman
President

Date: 1/5/2024

PARTICIPATING EMPLOYER (IN ADDITION TO PLAN SPONSOR)

UNIVERSITY PHYSICIANS, INCORPORATED

By:  _____
Brian T. Smith
Executive Director

Date: 12/21/2023

ACKNOWLEDGMENT

I, Felicity O'Herron, Chairperson 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. Three to the University of Colorado Health and Welfare Plan ("Plan").

**UNIVERSITY OF COLORADO HEALTH
AND WELFARE TRUST**

DocuSigned by:
Felicity O'Herron
By: _____
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Felicity O'Herron
Chairperson of the Trust Committee

Dated: 12/20/2023, 2023