

**UNIVERSITY OF COLORADO HEALTH AND WELFARE
TRUST**

TRUST COMMITTEE RESOLUTIONS

ADOPTED AS OF JULY 1, 2025

WHEREAS, The Regents of the University of Colorado, a body corporate and a state institution of higher education of the State of Colorado (“University”), the University of Colorado Hospital Authority, a body corporate and political subdivision of the State of Colorado (“Hospital”), and University Physicians, Incorporated, a Colorado nonprofit corporation, dba University of Colorado Medicine (“UPI”), established the University of Colorado Health and Welfare Trust (“Trust”) to among other things: (a) provide the funding vehicle for the University of Colorado Health and Welfare Plan (“H&W Plan”), (b) hold, if applicable, the health care flexible spending account contributions for the University’s and UPI’s employees under the health care flexible spending account component of the University of Colorado Flexible Benefits Plan (“Flex Plan”), (c) invest the Trust funds, and (d) pay appropriate claims and expenses; and

WHEREAS, effective June 30, 2020, the Hospital has withdrawn from participation in the entire Trust pursuant to Section 6.2 of the Trust Agreement; and

WHEREAS, the Trust Committee desires to approve and/or ratify the engagements, renewals and/or amendments (“engagement”) for the following service providers for the fiscal year beginning July 1, 2024: (a) Rocky Mountain Hospital and Medical Services, Inc. dba Anthem Blue Cross and Blue Shield (“Anthem”); (b) Kaiser Permanente Insurance Company (“Kaiser”); (c) CVS Caremark (“CVS”); (d) SilverScript Insurance Company (“SilverScript”); (e) Colorado Dental Service, Inc. dba Delta Dental of Colorado (“Delta Dental”); (f) Application Software, Inc. (“ASI”); (g) ASI COBRA, LLC (“ASI COBRA”); (h) Davis Graham & Stubbs LLP (“DGS”); (i) Aon Consulting, Inc. (“Aon”); and (j) Optum Bank, Inc. (“Optum Bank”); and

WHEREAS, the Trust Committee desires to approve and/or ratify the engagements, renewals and/or amendments (“engagement”) for ancillary service providers detailed in Resolution 2; and

WHEREAS, the Trust Committee desires to approve and ratify the budget, in the form presented to the Trust Committee for the fiscal year of the Trust beginning July 1, 2025; and

WHEREAS, the Trust Committee desires to renew its (1) crime insurance, (2) fiduciary liability insurance, and (3) errors and omissions insurance; and

WHEREAS, the Trust Committee desires to approve and ratify Amendment No. One to the Trust which: (a) updates the list of component benefit plans effective July 1, 2025, and (b) clarifies that contribution rate structures may be determined on a benefit year basis that differs from a fiscal year basis, if applicable, effective January 1, 2025;

WHEREAS, the Trust Committee desires to continue to approve and ratify actions taken or to be taken by the Chairperson of the Trust Committee to adopt, amend and/or provide, in conjunction with the plan sponsor, the privacy and security compliance documents under the Health Insurance Portability and Accountability Act of 1996, as amended from time to time (“HIPAA”) including but not limited to: (a) Notice of Privacy Practices; (b) HIPAA Privacy Use and Disclosure Procedures; (c) HIPAA Privacy Policy; (d) HIPAA Security Policy; and all related HIPAA business associate agreements; and

WHEREAS, the Trust Committee desires to continue to authorize the Chairperson of the Trust Committee, the Chief Plan Administrator, and/or their delegates, individually and/or jointly, to take any and all actions deemed necessary, appropriate or advisable and ratify and approve actions already taken, with respect to the Trust, the H&W Plan funded through the Trust, the Flex Plan, but only with respect to the Health Care Flexible Spending Account Plan, the Pretax Premium Component of the Flex Plan with respect to health premiums for the H&W Plan, the engagement of Optum Bank with respect to the health savings accounts, and any other health and welfare benefit plans that may be funded through the Trust.

NOW THEREFORE, BE IT RESOLVED THAT:

1. The Trust Committee, as further described in each item below, hereby approves and ratifies the following actions related to service providers and the performance of such services as are described below or as may be requested of each such service provider for the fiscal year beginning July 1, 2025:

A. the engagement of Anthem by the Trust and the University as the Plan Sponsor of the H&W Plan as the third-party administrator of (i) CU Health Plan – High Deductible/HSA Compatible, (ii) CU Health Plan – Exclusive, (iii) CU Health Plan – Vision, (iv) CU Health Plan – Medicare, and (v) CU Health Plan – Pathway is approved and ratified by a unanimous vote of all the Trustees; and

B. the engagement of Kaiser Permanente Insurance Company by the Trust and the University as the Plan Sponsor of the H&W Plan as the third-party administrator of CU Health Plan – Kaiser is approved and ratified by a unanimous vote of all the Trustees; and

C. the engagement of CVS Caremark by the Trust and the University as the Plan Sponsor of the H&W Plan to provide pharmacy services for the CU Health Plans administered by Anthem except for CU Health Plan - Medicare is approved and ratified by a unanimous vote of all the Trustees; and

D. the engagement of SilverScript by the Trust and the University as the Plan Sponsor of the H&W Plan to provide pharmacy services for CU Health Plan-Medicare administered by Anthem is approved and ratified by a unanimous vote of all the Trustees; and

E. the engagement of Delta Dental by the Trust and the University as the Plan Sponsor of the H&W Plan as the third-party administrator of CU Health Plan – Essential Dental, CU Health Plan – Choice Dental, and CU Health Plan – Premier Dental is approved and ratified by a unanimous vote of all the Trustees; and

F. the engagement of ASI by the Trust and the University as the Plan Sponsor of the H&W Plan, to provide administrative services for the health care flexible spending account component of The University of Colorado Flexible Benefits Plan, is approved and ratified by a unanimous vote of all the Trustees; and

G. the engagement of ASI COBRA by the Trust and the University as the Plan Sponsor of the H&W Plan, to provide COBRA administrative services for the benefit of the participants in the H&W Plan and Trust, is approved and ratified by a unanimous vote of all the Trustees; and

H. the engagement of the law firm of DGS to provide such legal services as may be requested from time to time, is approved and ratified by a unanimous vote of all the Trustees and, in connection therewith, the Trust Committee hereby waives any conflicts with DGS's representation of the University, and/or UPI; and

I. the engagement of Aon by the Trust and the University as the Plan Sponsor of the H&W Plan to serve as an independent advisor for the benefit of the participants in the H&W Plan and Trust who select CU Health Plan – Exclusive by providing network discount review services is approved and ratified by a unanimous vote of all the Trustees; and

J. the engagement of Aon by the Trust and the University as the Plan Sponsor of the H&W Plan to perform actuarial calculations for the self-funded health plans and provide other appropriate related services, is approved and ratified by a unanimous vote of all the Trustees; and

K. the engagement of Optum Bank by the Trust and the University as the Plan Sponsor of the H&W Plan for administration services pertaining to the health savings accounts related to the CU Health Plan – High Deductible/HSA Compatible component benefit plan is approved and ratified by a unanimous vote of all the Trustees.

2. The Trust Committee, as further described in each item below, hereby approves and ratifies the following actions related to additional service providers and the performance

of such services as are described below or as may be requested of each such service provider for the fiscal year of the Trust beginning July 1, 2024 and July 1, 2025:

A. the engagement of Truven Health Analytics LLC, an IBM Company, acquired by Merative US L.P., by the Trust and the University as the Plan Sponsor of the H&W Plan to provide data consulting services is approved and ratified by a unanimous vote of all the Trustees; and

B. the engagement of Fitdigits by the Trust and the University as the Plan Sponsor of the H&W Plan to provide information technology services is approved and ratified by a unanimous vote of all the Trustees; and

C. the engagement of Ovia by the Trust and the University as the Plan Sponsor of the H&W Plan to provide family planning resources and technology is approved and ratified by a unanimous vote of all the Trustees.

3. The budget, in the form presented to the Trust Committee for the fiscal year of the Trust beginning July 1, 2025, is approved and ratified by a unanimous vote of all the Trustees.

4. The purchase by the Trust of (1) crime insurance, (2) fiduciary liability insurance, and (3) errors and omissions insurance from an underwriter selected at the discretion of the Trust Committee chair is approved and ratified by a unanimous vote of all the Trustees.

5. Amendment No. One to the Trust, which: (a) updates the list of component benefit plans effective July 1, 2025, and (b) clarifies that contribution rate structures may be determined on a benefit year basis that differs from a fiscal year basis, if applicable, effective January 1, 2025, is approved and ratified by a unanimous vote of all of the Trustees.

6. The actions taken or to be taken by the Chairperson of the Trust Committee to adopt, amend and/or provide, in conjunction with the plan sponsor, the privacy and security compliance documents under HIPAA including but not limited to: (a) Notice of Privacy Practices; (b) HIPAA Privacy Use and Disclosure Procedures; (c) HIPAA Privacy Policy; (d) HIPAA Security Policy; and (e) all related HIPAA business associate agreements are approved and ratified by a unanimous vote of all the Trustees.

7. The Trust Committee hereby continues to authorize the Chairperson of the Trust Committee, the Chief Plan Administrator, and/or their delegates, individually and/or jointly, to take any and all actions deemed necessary, appropriate or advisable and ratify and approve actions already taken, with respect to the Trust, the University of Colorado Health and Welfare Plan funded through the Trust, and the Flex Plan, but only with respect to the Health Care Flexible Spending Account Plan, the Pretax Premium Component of the Flex Plan with respect to health premiums for the H&W Plan, and the engagement of Optum Bank with respect to the health savings accounts, and any other health and welfare benefit plans that may be funded through the Trust, and such authorization is approved and ratified by a unanimous vote of all the Trustees.

PASSED AND ADOPTED at a Trust Committee meeting held on June 13, 2025 at which all Trustees were present or represented by proxy, in Denver, Colorado or participated in such meeting by telephone.

**CERTIFICATION OF ADOPTION OF UNIVERSITY OF COLORADO
HEALTH AND WELFARE TRUST COMMITTEE RESOLUTIONS**

I, Felicity O'Herron, Chairperson of the Trust Committee and Secretary of the Trust Committee, hereby certify that the above Trust Committee Resolutions were adopted as stated above on June 13, 2025.

**UNIVERSITY OF COLORADO HEALTH
AND WELFARE TRUST**

Signed by:
Felicity O'Herron
By _____
Felicity O'Herron
Chairperson of the Trust Committee and
Secretary