

**AMENDMENT NO. ONE TO
THE
UNIVERSITY OF COLORADO HEALTH AND WELFARE TRUST**

(As Amended and Restated Effective September 5, 2023)

WHEREAS, the University of Colorado Health and Welfare Trust (the “Trust”) was established effective June 28, 2010 which has been subsequently amended and restated, 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, 2025, unless otherwise noted herein, to read as follows:

1. Section 2.6 of the Trust Agreement is amended in its entirety to read as follows:

“2.6 ‘Contribution Rate Structure’ means the rate (which shall be the total of both the Employer Contributions and Employee Contributions) charged for each tier of coverage as determined by the Employers for each Benefit Plan established for the Fiscal Year commencing July 1, 2010, and each Fiscal Year or appropriate benefit year thereafter, but which may also be expressed on a monthly basis for monthly contribution purposes.”

2. Effective July 1, 2025, 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, 2025)

1. CU Health Plan – High Deductible/HSA Compatible
2. CU Health Plan – Exclusive
3. CU Health Plan – Kaiser
4. CU Health Plan – International
5. CU Health Plan – Vision
6. CU Health Plan - Medicare

7. CU Health Plan – Pathway
8. CU Health Plan – Essential Dental
9. CU Health Plan – Choice Dental
10. 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 JULY 1, 2025)

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 eligible Health and Dental Premiums for the Component Benefit Plans effective January 1, 2025

Item 11 is sponsored by the University. The Trust is the funding vehicle for Item 11.”

This Amendment No. One 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. One to the Trust is adopted at a Trust Committee meeting held on June 13, 2025.

TRUST COMMITTEE:

TRUSTEE

Signed by:
Felicity O'Herron
44C3E75B499C4BE...
By: _____
Felicity O'Herron

Date: 6/13/2025

TRUSTEE

Signed by:
John McDowell
5D8AEB21C1EB469...
By: _____
John D. McDowell

Date: 6/17/2025

TRUSTEE

DocuSigned by:
Terri Carrothers
4869CB86FD1B3465...
By: _____
Terri Carrothers

Date: 6/17/2025

TRUSTEE

Signed by:
Chad Maturano
E6D75EEDD0174CE...
By: _____
Chad Maturano

Date: 6/13/2025

TRUSTEE

DocuSigned by:
Todd Haggerty
98FBAB6DC8A64A4...
By: _____
Todd Haggerty

Date: 6/18/2025

TRUSTEE

DocuSigned by:
Elizabeth Kissick
A84D773DC1B34C3...
By: _____
Elizabeth Kissick

Date: 6/17/2025