

**AMENDMENT NO.
FIVE 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 July 1, 2025, unless otherwise noted herein, to read as follows:

1. Effective January 1, 2026, subsection (d) of Section 2.5 Continuation Coverage Rights is amended in its entirety to read as follows:

“(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, sixteen (16) weeks if an eligible Member has a serious health condition related to pregnancy complications or childbirth complications, or beginning January 1, 2026, twenty-four (24) weeks if an eligible Member has a child receiving inpatient care in a neonatal intensive care unit. For purposes of this subsection, ‘FAMLI’ means the University of Colorado’s self-funded and self-administered Family and Medical Leave Insurance program.”

2. The italicized paragraph in Appendix II. B. is amended in its entirety to read as follows:

“Employees of UPI and their dependents and former Employees of UPI and their dependents are not eligible for CU Health Plan — Pathway or CU Health Plan — International.”

3. Appendix III is amended in its entirety to read as follows:

“APPENDIX III
COMPONENT DOCUMENTS

Effective July 1, 2025, 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 — Exclusive
 - a. Includes Vision Benefits Booklet (Eye Exam only)
3. Benefits Booklet for CU Health Plan — Kaiser
4. Benefits Booklet for CU Health Plan — International
5. Benefits Booklet for CU Health Plan — Medicare
6. Benefits Booklet for CU Health Plan — Vision
7. Benefits Booklet for CU Health Plan — Pathway
8. Benefits Booklet for CU Health Plan — Essential Dental
9. Benefits Booklet for CU Health Plan — Choice Dental
10. Benefits Booklet for CU Health Plan — Premier Dental.”

4. The first paragraph under the “Administrator” subsection of Appendix IV is amended in its entirety, to read as follows:

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

“Administrator/Named Claims Fiduciary with respect to CU Health Plan- High Deductible/HSA Compatible, CU Health Plan-Exclusive, CU Health Plan-Medicare, CU Health Plan-Vision, CU Health Plan- Pathway	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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6. The “Administrator/Named Claims Fiduciary with respect to prescription benefits for CU Health Plan-High Deductible/HSA Compatible, CU Health Plan-Exclusive, CU Health Plan-Medicare, CU Health Plan-Vision, CU Health Plan- Extended” subsection of Appendix IV is amended in its entirety, to read as follows:

“Administrator/Named Claims Fiduciary with respect to prescription benefits for CU Health Plan-High Deductible/HSA Compatible, CU Health Plan-Exclusive, CU Health Plan-Medicare, CU Health Plan-Vision, CU Health Plan- Pathway	CVS Caremark 2211 Sanders Road, 10th Floor Northbrook, Illinois 60062 Attn: Vice President and Senior Counsel, Healthcare Services”
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7. The following subsection is added to Appendix IV to read as follows:

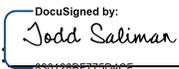
“Administrator/Named Claims Fiduciary with respect to prescription benefits for CU Health Plan-Medicare”	SilverScript 9501 E. Shea Blvd. Scottsdale, Arizona 85260 Attn: Senior Vice President and Assistant General Counsel”
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This Amendment No. Five may 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. Five 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: 6/26/2025

PARTICIPATING EMPLOYER (IN ADDITION TO PLAN SPONSOR)

UNIVERSITY PHYSICIANS, INCORPORATED

By: 

Brian T. Smith
Executive Director

Date: 6/17/2025

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. Five to the University of Colorado Health and Welfare Plan ("Plan").

**UNIVERSITY OF COLORADO HEALTH
AND WELFARE TRUST**

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

Dated: 6/13/2025, 2025