

**AMENDMENT NO.  
FOUR 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, 2024, unless otherwise noted herein, to read as follows:

1. The Effective Date of Appendix VI, “HIPAA Notice of Privacy Practices” is deleted in its entirety and replaced with the following Effective Date: “July 1, 2024”; and
2. The following example is added to the Section “Pay for your health services” in Appendix VI, “HIPAA Notice of Privacy Practices”:

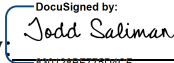
*“Example: We may share information with health care providers to determine whether the health plan will cover a particular treatment.”*

This Amendment No. Four 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. Four to be effective as provided herein and executed as provided below.

**PLAN SPONSOR**

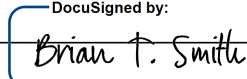
THE REGENTS OF THE UNIVERSITY OF COLORADO, a body corporate and state institution of higher education of the State of Colorado

By:  \_\_\_\_\_  
Todd Saliman  
President

Date: 8/3/2024

**PARTICIPATING EMPLOYER (IN ADDITION TO PLAN SPONSOR)**

UNIVERSITY PHYSICIANS, INCORPORATED

By:  \_\_\_\_\_  
Brian T. Smith  
Executive Director

Date: 6/6/2024

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

### UNIVERSITY OF COLORADO HEALTH AND WELFARE TRUST

DocuSigned by:  
*Felicity O'Herron*  
By: \_\_\_\_\_  
44C3E75B499C4BE...  
Felicity O'Herron  
Chairperson of the Trust Committee

Dated: June <sup>30</sup>\_\_\_\_, 2024