MEMORANDUM

TO: Participants and Beneficiaries of the Southwestern University Group Health Plan

FROM: Elma Benavides

DATE: March 1, 2014

RE: Summary of Material Modifications—Changes to the Southwestern University

Group Health Plan

This memorandum contains important information concerning the Southwestern University Group Health Plan (the "Health Plan") which is a component plan of the Southwestern University Employee Benefits Plan (the "Plan"). This memorandum constitutes a Summary of Material Modifications and should be retained with your Summary Plan Description ("SPD") for future reference.

Effective January 1, 2014, eligible retirees and their spouses or domestic partners who are age 65 and older will no longer be eligible to participate in the Health Plan. Accordingly, the following changes to the Health Plan are effective January 1, 2014:

The description of <u>Eligible Retiree</u> under Section 3.1 of the Plan will change as follows:

Retirees and their eligible spouses or domestic partners under age 65 who were hired on or before July 1, 1996, and who are enrolled in the Southwestern University Group Health Plan at the time of retirement.

Section 3.2, <u>End of Participation</u>, will be revised to add the following language:

Eligible retirees and their eligible spouses or domestic partners are no longer eligible for participation in the Southwestern University Group Health Plan upon the individual attaining age 65.

If you have any questions regarding the Plan, or this memorandum, please contact Elma Benavides, (512) 863-1435 or benavide@southwestern.edu.