



A UnitedHealthcare Company

SUMMARY OF MODIFICATIONS

As requested, effective July 1, 2018, the following change(s) were made to your Flexible Spending Plan document. The change(s) are shaded in the plan document, with the exception of deleted wording:

- Your Flexible Spending Account(s): Under Contribution Maximums / Minimums, increased the Contribution Maximum for a Health Care Spending Account to \$2,650 in accordance with IRS inflationary adjustments.
- Health Care Spending Account: Under Account Maximum, changed the contribution amount to \$2,650 in accordance with IRS inflationary adjustments.

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As required, effective July 1, 2018, the following changes were made to your Flexible Spending Plan document:

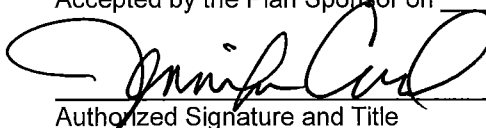
- Eligibility and Enrollment: Added a clarification for temporary or leased employees.

ACCEPTANCE PAGE

Flexible Spending Plan
7670-03-411216

KENYON COLLEGE acknowledges that we have reviewed the plan document for the plan period effective July 1, 2018, and agree that the provisions contained in the plan document will be the basis for the administration of our Flexible Spending Plan. The Plan Sponsor further represents that the plan document accurately reflects the intent of the Plan Sponsor and agrees that UMR may rely on such document in the administration of the Plan.

Accepted by the Plan Sponsor on 4-25-18
Date



Authorized Signature and Title
KENYON COLLEGE

DIRECTOR OF HUMAN RESOURCES