

***Health Reimbursement
Arrangement (HRA) Plan Amendment***

Pursuant to Article XV, Section 15.3, of the Minnesota State Colleges and Universities Health Reimbursement Arrangement Plan Document, the Plan Administrator (the Department of Employee Relations) and the Employer (the Minnesota State Colleges and Universities, hereinafter the "System") hereby agree to the modify the HRA Plan that was adopted by the same effective January 1, 2005 (hereinafter the "Plan"), as set forth below.

Article III, Section 3.1 of the Plan is modified as follows:

3.1 Eligibility to Participate

An individual is eligible to participate in this Plan if on ~~February 1~~ of the November 1 of the calendar year immediately preceding the Plan Year, or such other date as determined by the Employer, the individual satisfies the definition of an Employee in this Plan and the eligibility conditions for the Minnesota Advantage Health Plan, the provisions of which are specifically incorporated herein by reference. Once the Employer has determined that an Employee has met the Plan's eligibility requirements, the Employee's coverage will commence on the first day of the Plan Year.

The Appendix is attached to and incorporated in the Plan is modified as follows:

Exclusions:

The following expenses are not reimbursable, even if they meet the definition of "medical care" under Code § 213 and may otherwise be reimbursable under IRS guidance pertaining to HRAs.

- Premiums that a participant pays under any employer sponsored group plan, except that premiums for long term care insurance shall be reimbursable.

MINNESOTA STATE COLLEGES AND UNIVERSITIES

By: William R. [Signature]
Its Vice Chancellor for Human Resources

STATE OF MINNESOTA, DEPARTMENT OF EMPLOYEE RELATIONS

By: Cal R. Ludeman [Signature]
Its Commissioner