

PLAN ENDORSEMENT #2023-01-FLEX

The Section "Other Permitted Mid-year Election Changes" under "Revocation of Election" is revised pursuant to IRS Notice 2022-41 to add the following permitted mid-year election change:

Enrollment in a Qualified Health Plan through the Marketplace

You may prospectively revoke an election for family coverage (that is not a health FSA, but provides minimum essential coverage) if one or more already-covered related individuals are eligible for a special enrollment period to enroll in a Qualified Health Plan ("QHP") through the Health Insurance Marketplace ("Marketplace"), or one or more already-covered related individuals seek to enroll in a QHP during the Marketplace's annual open enrollment period. The revocation of coverage must correspond to the intended enrollment of the related individual(s) in the QHP for new coverage, the effective date for which is no later than the day immediately following the last day of the revoked coverage.

All other provisions of the Plan remain unchanged.

APPROVED AND ATTESTED:

January 1, 2023
EFFECTIVE DATE

SIGNATURE