FIRST AMENDMENT TO
EARLHAM COLLEGE WELFARE BENEFIT PLAN
(Effective as of January 1, 2014)

WHEREAS, Earlham College (the “Company”) is the sponsor of a welfare benefit plan known as Earlham College Welfare Benefit Plan (the “Plan”), effective as of January 1, 2014; and

WHEREAS, pursuant to Article VII of the Plan, the Company has reserved the right to amend the Plan; and

WHEREAS, the Company has decided that it is in its best interest, and in the best interests of participants and beneficiaries, to amend the Plan to incorporate certain changes to the terms of the Plan;

NOW, THEREFORE, pursuant to the power reserved to the Company under Article VII of the Plan and delegated to the undersigned officer by resolution of the Company’s Board of Directors, the Plan is hereby amended effective as of January 1, 2015, in the following particulars:

• By replacing Section 2.2 of the Plan with the following:

“Section 2.2 Cessation of Participation. Except as provided in Article IV, a Participant, and a dependent will cease to be a Participant, and eligible for benefits under this Plan on (and no benefits will be payable under the Plan after) the earliest of (i) the date he is no longer eligible for coverage under the terms of any arrangement or policy, as provided in the arrangement or policy (ii) the date the Plan is terminated or (iii) the date he ceases to make a contribution towards the cost of an arrangement or policy as required by the Administrator. Notwithstanding the foregoing, if a Participant who is enrolled in the medical arrangement becomes disabled and is receiving long term disability benefits under this Plan, he or she may continue to participate in the medical arrangement until such time as he or she is no longer disabled and returns to work, or until long term disability benefits are exhausted. During the period of disability, the Company will continue to pay the employer’s share of premium for the Participant’s participation in the medical arrangement. If the Participant’s dependents are enrolled in the medical arrangement and the Participant wishes to continue that coverage, the Participant may do so by paying 100% of the premium cost for dependents.”
IN WITNESS WHEREOF, the undersigned officer of the Company has caused this amendment to be executed this 28th day of September, 2015, but effective as of January 1, 2015.

EARLHAM COLLEGE

By: Dana North

Its: Dana A. North
DIRECTOR OF
HUMAN RESOURCES

ATTEST/WITNESS:

By: Rebecca Lynette Thomas

Its: Rebecca Lynette Thomas