

**DRURY UNIVERSITY
EMPLOYEE HEALTHCARE PLAN**

Amendment No. 3 and Summary of Material Modification

Effective June 1, 2016

The Drury University Employee Healthcare Plan is hereby amended to correct the following typographical error:

1. *To remove and replace the Dependent listing in Article IV, Definitions, with the following:*

“Dependent”

“Dependent” shall mean one or more of the following person(s):

1. An Employee’s lawfully married spouse possessing a marriage license who is not divorced from the Employee. For purposes of this section, “marriage or married” means a legal union between a couple of the same or opposite sex, but excludes domestic partnerships and common law marriages;
2. An Employee’s Child who is less than 26 years of age; and
3. An Employee’s Child, regardless of age, who was continuously covered prior to attaining the limiting age under the bullets above, who is mentally or physically incapable of sustaining his or her own living. Such Child must have been mentally or physically incapable of earning his or her own living prior to attaining the limiting age under the bullets above. Written proof of such incapacity and dependency satisfactory to the Plan must be furnished and approved by the Plan within 31 days after the date the Child attains the limiting age under the bullets above. The time limit for written proof of incapacity and dependency is 31 days following the original eligibility date for a new or re-enrolling Employee. The Plan may require, at reasonable intervals, subsequent proof satisfactory to the Plan during the next two years after such date. After such two year period, the Plan may require such proof, but not more often than once each year.

2. *To remove any and all references to domestic partners from Sections 5.03 (Eligibility Dates for Dependent Coverage) and 5.04 (Effective Dates of Coverage; Conditions).*

The Plan Document and Summary Plan Description is hereby amended to reflect these changes. All other terms and conditions of the Plan which are not affected by this amendment remain unchanged.

Accepted by:
Drury University



Signed

Dated