Plan Amendment

Preamble

On 11/07/2013 (effective date), Southwestern OR Community College (the Employer) amends the Flexible Spending Account (the Plan) in good faith compliance with the provisions set forth in Internal Revenue Service (IRS) Notice 2013-71 regarding the "Use-It-or-Lose-It" Rule in Internal Revenue Code (IRC) Section 125(i).

Grace Period election

Election of carryover. To the extent that the Plan contains grace period allowances for the health flexible spending account (health FSA), these provisions will be voided for the plan year closing after the date of adoption. The language regarding grace periods for the health FSA will be replaced with verbiage on the "carryover" as outlined below.

Carryover election

Effective date. The Amendment is entered into as of the date above and shall be effective for □ the 2013 Plan year or □ the 2014 Plan year and beyond.

Carryover amount. The Plan shall provide a carryover of $500.00 (up to $500) for any amounts remaining in a Participant’s health FSA at the close of the Plan year. Such amounts can be used to reimburse eligible medical care expenses incurred after the conclusion of the Plan year.

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Southwestern OR Community College (the Employer)

[Signature]

(Title)