

Plan Document: Heart Act Amendment

Heart Act Amendment to the Medical or Medical-Related Expense Reimbursement Benefits Plan (Health FSA)

All of the terms and conditions stated in the Plan Document and Appendix B continue in effect unless specifically changed by the terms of this Amendment. All capitalized terms in this Amendment have the same meaning as defined in Article III, Definitions, in the Plan Document or as defined in Appendix B.

Military Cash Out Option. A Participant in the Plan will receive a Qualified Reservist Distribution upon written request provided to the Employer. A Qualified Reservist Distribution means a distribution to a Participant of all or a portion of the Balance in the employee's account under the Plan, if:

- (a) a Participant was (by reason of being a member of a reserve component (as defined in section 101 of title 37, United States Code)) ordered or called to active duty for a period of 180 days or more, or for an indefinite period; and,

- (b) the distribution is requested and made during the period beginning on the date of such order or call and ending on the last date that reimbursements could otherwise be made under the Plan for the Plan Year in which the Participant received the order or call.

The Balance that can be distributed is limited to the amount of the Participant's actual payroll deductions made as of the date of the request, less any amount that has already been disbursed for valid claims submitted. A request for a Qualified Reservist Distribution after the period defined under Paragraph B will be denied.

