

SUMMARY OF MATERIAL PLAN MODIFICATION
Illinois Wesleyan University Section 125 Plan

I INTRODUCTION

This is a Summary of Material Modifications regarding the Illinois Wesleyan University Section 125 Plan ("Plan"). This is merely a summary of the most important changes to the Plan and information contained in the Summary Plan Description ("SPD") previously provided to you. It supplements and amends that SPD so you should retain a copy of this document with your copy of the SPD. If you have any questions, contact the Administrator. If there is any discrepancy between the terms of the Plan, as modified, and this Summary of Material Modifications, the provisions of the Plan will control.

II SUMMARY OF CHANGES

This amendment is effective January 1, 2020.

MEDICAL EXPENSES REIMBURSED

You may now request reimbursement for the purchase of "over the counter" drugs without a prescription. You may now request reimbursement of the purchase of menstrual care products, including tampons, pads, and other products.

CHANGE IN STATUS EVENTS

For calendar year 2020, you may have a change in status for medical health insurance coverage:

- You may elect to enroll in medical health coverage on a prospective basis if you declined it during our enrollment period.
- You may elect to revoke your existing coverage and change it to another coverage option we offer (individual to family coverage, for example).
- You may elect to revoke your coverage with our insurance and enroll in coverage provided by another provider, including on the Health Exchange. However, you must sign a form stating that you will be obtaining coverage through other means.

For calendar year 2020, you may have a change in status for your Health Flexible Spending Account as described below.

- You may elect to contribute to your Health Flexible Spending Account if you declined to do so during the enrollment period.
- You may elect to increase your Health Flexible Spending Account, up to the maximum that we allow.
- You may elect to decrease the amount you contribute to your Health Flexible Spending Account on a prospective basis (*however, it may not be less than the amount you have already contributed to the plan or have already been reimbursed, if greater*).

For calendar year 2020, you may have a change in status for Dependent Care Flexible Spending Account:

- You may elect to contribute to your Dependent Care Flexible Spending Account if you declined to do so during the enrollment period.
- You may elect to increase your Dependent Care Flexible Spending Account, up to the maximum that we allow.
- You may elect to decrease the amount you contribute to your Dependent Care Flexible Spending Account on a prospective basis (*however, it may not be less than the amount you have already contributed to the plan or have already been reimbursed, if greater*).

CLAIMS SUBMISSION AND OTHER DEADLINES

If you did not spend all the amounts in your Health Flexible Spending Account and Dependent Care Flexible Spending Account by the end of the 2019 Plan Year, you may continue to incur claims for expenses for a 2019 calendar year or off calendar year plan ending within 2020 until December 31, 2020.

The deadlines for submitting claims, exercising HIPAA special enrollment rights, and electing COBRA coverage will be extended due to the pandemic. If you are submitting claims incurred after March 1, or electing special enrollment rights or electing COBRA coverage, you will have an extended period in which to submit claims or make these elections. Your Administrator will provide you with details.

KEEP THIS NOTICE WITH YOUR SUMMARY PLAN DESCRIPTION