

**THIRD AMENDMENT
TO THE
BOWDOIN COLLEGE FLEXIBLE BENEFITS PLAN
(as effective January 1, 2009)**

The Bowdoin College Flexible Benefits Plan (the "Plan") was last amended and restated effective January 1, 2009. The Plan is hereby amended in the following respects:

1. The terms used in this Amendment shall have the meanings set forth in the Plan unless the context indicates otherwise.
2. The first sentence of the second paragraph of Section 1.3(c) is amended to read as follows:

The Employee shall submit to the Plan Administrator written certification by a qualified physician with respect to the Child's incapacity initially within thirty (30) days of the date on which the Child attained age twenty-six (26), and thereafter, at such reasonable intervals as may be requested by the Plan Administrator.

3. Section 1.8 is deleted in its entirety and existing Sections 1.9 through 1.25 are accordingly redesignated as Sections 1.8 through 1.24.
4. The final sentence of Section 1.23 is deleted in its entirety.
5. Article III is renamed "Coverage of Dependents."
6. Section 3.2 is deleted in its entirety and existing Sections 3.3 through 3.4 are accordingly redesignated as Sections 3.2 through 3.3.
7. Section 4.2(b) is amended to read in its entirety as follows:

If an Eligible Employee's Benefit Election is not filed with the Plan Administrator on or before the Eligibility Date, then the Eligible Employee may file a Benefit Election within thirty (30) days of his or her Eligibility Date. If the Eligibility Date is the first day of a month, then the Benefit Election shall become effective on the Eligibility Date. If the Eligibility Date is after the first day of the month, then the Benefit Election shall become effective on the first day of the next succeeding month. Notwithstanding the foregoing, a Benefit Election under the Bowdoin College Health Plan shall become effective as of the Eligibility Date. In all cases, withholdings from Unearned Compensation will not commence until after the Benefit Election is filed with the Plan Administrator. If a Benefit Election is not filed with the Plan Administrator within the 30-day period described above, then the Eligible Employee shall be deemed to have elected the default coverages described in Section 4.4(a). He or she shall not be eligible to make a different Benefit Election for the applicable Plan Year, except where and to the extent a Benefit Election change is permitted under Article V.

8. The penultimate paragraph of Section 5.1(a) is amended to read in its entirety as follows:

The Participant may elect coverage for himself or herself, if the Participant has lost Other Coverage, and may elect coverage for a Spouse or Child if such individual has lost Other Coverage. The Special Enrollment election shall be effective as of the first day of the calendar month coinciding with or next following the date of the Special Enrollment event, provided the completed election form is received by the Plan Administrator within thirty (30) days of the Special Enrollment event. Withholdings from Unearned Compensation will not commence until after the completed election form is received by the Plan Administrator.

9. Section 5.1(b) is amended to read in its entirety as follows:

An individual becomes the Spouse or Child of the Participant during such year. The Participant may elect coverage for (i) himself or herself; (ii) his or her Spouse, if either the Participant acquires the Spouse during the year or the Participant and his or her Spouse acquire a Child during the year; and/or (iii) his or her Child, if the Participant acquires the Child during the year. If the Special Enrollment event is the marriage of the Participant, then the Special Enrollment election to add the Spouse (and Participant if he or she so elects) shall be effective as of the first day of the month coinciding with or next following the date of such marriage, provided the Plan Administrator receives the completed Special Enrollment election form within thirty (30) days of the Special Enrollment event. If the Special Enrollment event is a birth, adoption, or placement for adoption, then the Special Enrollment election shall be effective as of the date of such birth, adoption, or placement for adoption, as the case may be, provided the Plan Administrator receives the completed Special Enrollment election form within thirty (30) days of the Special Enrollment event. In all cases, withholdings from Unearned Compensation will not commence until after the Plan Administrator receives the completed Special Enrollment election form.

10. Section 5.1(c) is amended to read in its entirety as follows:

The Participant and/or his or her Spouse or Child loses Medicaid/CHIP Coverage during such year, and the Medicaid/SCHIP coverage is terminated as a result of loss of eligibility for such coverage. The Participant may elect coverage for himself or herself, if the Participant has lost Medicaid/SCHIP Coverage, and may elect coverage for a Spouse or Child if such individual has lost Medicaid/SCHIP Coverage. The Special Enrollment election shall be effective as of the first day of the calendar month coinciding with or next following the date of the Special Enrollment event, provided the Plan Administrator receives the completed Special Enrollment election form not later than 60 days after the Special Enrollment event. In all cases, withholdings from Unearned Compensation will not commence until after the Plan Administrator receives the completed Special Enrollment election form.

11. Section 5.7 is amended to read in its entirety as follows:

A revocation of a Benefit Election (and a new Benefit Election) shall be made by such written, telephonic, or electronic means as shall be prescribed by the Plan Administrator and must be received by the Plan Administrator within thirty (30) days after the date of the event described in Sections 5.1 through 5.6 to which it relates (sixty (60) days for an event described in Section 5.1(c) and (d)), and if not so made and received shall be void. In such event, the revocation and new Benefit Election shall be effective as of the first day of the month coinciding with or next following the date of the event described in Sections 5.1 through 5.6, except as provided in Section 5.1 and Code Section 9801(f)(2)(B). In all cases, withholdings from Unearned Compensation will not commence until after the Plan Administrator receives the new Benefit Election.

12. Subsection 7.3(l) is deleted in its entirety and existing subsections 7.3(m) through 7.3(o) are accordingly redesignated as subsections 7.3(l) through 7.3(n).

13. Article VIII is deleted in its entirety and existing Articles IX through XIV are accordingly redesignated as Articles VIII through XIII.

14. This Amendment shall be effective as of January 1, 2016, unless otherwise stated in the individual provisions hereof.

IN WITNESS WHEREOF, the Employer has caused this Amendment to be executed this 21 day of December, 2015.

Bowdoin College

By 

Its S. Catherine Langley
Sr. VP. for Finance and Administration
& Treasurer