

**Bradley University  
Flexible Benefit Plan Amendment  
October 1, 2020**

BY THIS AGREEMENT, the Employer, Bradley University adopts this amendment to the Bradley University Flexible Benefit Plan (hereinafter referred to as the "Plan") as described below, effective as of October 1, 2020. This amendment shall supersede the provisions of the Plan, the Summary Plan Description (SPD), or any other documents to the extent those provisions are inconsistent with the provisions of this amendment.

**ARTICLE I  
DEFINITIONS**

1.20 **"Plan Year"** means the 12-month period beginning January 1 and ending December 31. There will be a Short Plan Year beginning October 1, 2020 and ending December 31, 2020. The Plan Year shall be the coverage period for the Benefits provided for under this Plan. In the event a Participant commences participation during a Plan Year, then the initial coverage period shall be that portion of the Plan Year commencing on such Participant's date of entry and ending on the last day of such Plan Year.

***IN WITNESS WHEREOF***, the Employer has executed this amendment and the effective date shall be October 1, 2020. Signed on \_\_\_\_\_.

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Bradley University