

This document is an amendment to The Carle Foundation’s January 1, 2022 Plan Document (PD)/Summary Plan Description (SPD). An amendment adds, deletes or otherwise changes the terms of the Plan. Changes made by amending the Plan may affect benefit provisions, limitations or administrative requirements to obtain a benefit. Please review this information carefully and keep it with the PD/SPD for reference. If you need a copy of your PD/SPD, please contact your employer or plan sponsor. You may also contact customer service at the phone number on your Plan ID Card.

***Notice:** If this information has been furnished to you electronically, you have a right to request and obtain a paper version of the information at no cost to you. To request a paper version, contact your employer, plan sponsor, or Human Resources Department at your place of employment who acts on behalf of the plan administrator. For more assistance, you may also contact customer service at the phone number on your Plan ID Card.*

Regarding: Benefit Planning Consultants’ (“BPC”) COBRA Administrator Contact Information

**AMENDMENT TO THE
PLAN DOCUMENT AND SUMMARY PLAN DESCRIPTION
FOR
THE CARLE FOUNDATIO EMPLOYEES’
HEALTH AND DENTAL PLAN (“PLAN”)**

The Plan grants the Employer the right to amend the provisions of the Plan. The Employer desires to make such amendment. Therefore, the Plan is amended as follows, with such amendment to be effective as of the date indicated.

AMENDMENT #3, effective April 1, 2022:

On page 4 of the section entitled “GENERAL PLAN INFORMATION”, the subsection entitled “COBRA ADMINISTRATOR” has been updated and now reads as follows:

COBRA ADMINISTRATOR

Benefit Planning Consultants (BPC)
P.O. Box 56027
Boston, MA 02205
Phone & Fax: (888) 627-7505
www.bpcinc.com
<https://app.unifyhr.com> (**Note:** COBRA Qualified Beneficiaries must create a login to access their COBRA account.)

NOTICE

**This notice does not change the terms of
your coverage and/or benefits under
your employer-sponsored health plan.**

**Please review the information
and keep it with your plan materials.**

**NO FURTHER ACTION
IS REQUIRED ON YOUR PART.**

DISCRIMINATION IS AGAINST THE LAW

Health Alliance™ complies with applicable federal civil rights laws and does not discriminate on the basis of race, color, national origin, age, disability, sexual orientation, gender identity or sex. Health Alliance does not exclude people or treat them differently because of race, color, national origin, age, disability, sexual orientation, gender identity or sex. Health Alliance:

- Provides free aids and services to people with disabilities to communicate effectively with us, such as:
 - Qualified sign language interpreters.
 - Written information in other formats (large print, audio, accessible electronic formats, other formats).
- Provides free language services to people whose primary language is not English, such as:
 - Qualified interpreters.
 - Information written in other languages.

If you need these services, contact Customer Service.

If you believe that Health Alliance has failed to provide these services or discriminated in another way on the basis of race, color, national origin, age, disability, sexual orientation, gender identity or sex, you can file a grievance with: Health Alliance, Customer Service, 3310 Fields South Drive, Champaign, IL 61822 or 411 N. Chelan Ave., Wenatchee, WA 98801; telephone for members in Illinois, Indiana, Iowa and Ohio: (800) 851-3379, TTY:711; members in Washington call: (877) 750-3515, TTY: 711; fax: (217) 902-9705; CustomerService@HealthAlliance.org. You can file a grievance in person or by mail, fax or email. If you need help filing a grievance, Customer Service is available to help you. You can also file a civil rights complaint with the U.S. Department of Health and Human Services, Office for Civil Rights, electronically through the Office for Civil Rights Complaint Portal, available at <https://ocrportal.hhs.gov/ocr/portal/lobby.jsf>, or by mail or phone at: U.S. Department of Health and Human Services, 200 Independence Avenue SW, Room 509F, HHH Building, Washington, DC 20201, (800) 368-1019, TTY: (800) 537-7697.

Complaint forms are available at <http://www.hhs.gov/ocr/office/file/index.html>.

ATENCIÓN: Si habla Español, servicios de asistencia lingüística, de forma gratuita, están disponibles para usted. IA, IL, IN, OH: Llame (800) 851-3379, WA Llame: (877) 750-3515 (TTY: 711).

注意: 如果你講中文, 語言協助服務, 免費的, 都可以給你。IA, IL, IN, OH: 呼叫 (800) 851-3379, WA: 呼叫 (877) 750-3515 (TTY: 711)。

UWAGA: Jeśli mówić Polskie, usługi pomocy języka, bezpłatnie, są dostępne dla Ciebie. IA, IL, IN, OH: Zadzwoń (800) 851-3379, WA: Zadzwoń (877) 750-3515 (TTY: 711).

Chú ý: Nếu bạn nói Tiếng Việt, các dịch vụ hỗ trợ ngôn ngữ, miễn phí, có sẵn cho bạn. IA, IL, IN, OH: Gọi (800) 851-3379, WA: Gọi (877) 750-3515 (TTY: 711).

주의: 당신어한국어, 무료 언어 지원 서비스를 말하는 경우 사용할 수 있습니다. (800) 851-3379 IA, IL, IN, OH: 전화 WA: (877) 750-3515 전화 (TTY: 711).

ВНИМАНИЕ: Если вы говорите русский, вставки услуги языковой помощи, бесплатно, доступны для вас. IA, IL, IN, OH: Вызов (800) 851-3379, WA: Вызов (877) 750-3515 (TTY: 711).

Pansin: Kung magsalita ka Tagalog, mga serbisyo ng tulong sa wika, nang walang bayad, ay magagamit sa iyo. IA, IL, IN, OH: Tumawag (800) 851-3379, WA: Tumawag (877) 750-3515 (TTY: 711).

انتباه: إذا كنت تتكلم العربية، فإن خدمات المساعدة اللغوية متوفرة لك مجاناً. إيلينوي، إنديانا، أوهايو: اتصل بالرقم (800) 851-3379، ولاية واشنطن: اتصل بالرقم: (877) 750-3515 (إذا كنت تعاني من الصمم أو صعوبة في السمع فاتصل على الرقم 711)

Aufmerksamkeit: Wenn Sie Deutsch sprechen, Sprachassistentendienste sind kostenlos, zur Verfügung. IA, IL, IN, OH: Anruf (800) 851-3379, WA: Anruf (877) 750-3515 (TTY: 711).

ATTENTION: Si vous parlez français, les services d'assistance linguistique, gratuitement, sont à votre disposition. IA, IL, IN, OH: Appelez (800) 851-3379, WA: Appelez (877) 750-3515 (TTY: 711).

ध्यान: तमै वतत ती गुजराती, भाषा सहाय सेवाये, मुफ्त, तमारी मते उपलब्ध छे. IA, IL, IN, OH: कॉल (800) 851-3379, WA: कॉल (877) 750-3515 (TTY: 711).

注意: あなたは、日本語、無料で言語支援サービスを、話す場合は、あなたに利用可能です。(800) 851-3379 IA, IL, IN, OH: コール (877) 750-3515 WA: コール (TTY: 711)。

LET OP: Services Wann du [Deutsch (Pennsylvania German / Dutch)] schwetzsch, kannsch du mitaus Koschte ebber gricke, ass dihr helft mit die englisch Schprouch. Ruf selli Nummer uff: IA, IL, IN, OH: Call (800) 851-3379 WA: Call (877) 750-3515 (TTY: 711).

УВАГА: Якщо ви говорите український, вставки послуги мовної допомоги, безкоштовно, доступні для вас. IA, IL, IN, OH: Виклик (800) 851-3379, WA: Виклик (877) 750-3515 (TTY: 711).

ATTENZIONE: Se si parla italiano, servizi di assistenza linguistica, a titolo gratuito, sono a vostra disposizione. IA, IL, IN, OH: Chiamare (800) 851-3379, WA: Chiamare (877) 750-3515 (TTY: 711).