

AMENDMENT TO THE CHFSA FLEXIBLE BENEFITS PLAN

This Amendment to the CHFSA Flexible Benefits Plan FSA is adopted by Adams County Government, effective as of the date set forth herein.

WHEREAS the Employer desires to amend the CHFSA Flexible Benefits Plan's information as set forth herein.

NOW, THEREFORE, effective 01/01/2021, CHFSA has amended its Plan to temporarily adopt the changes outlined below.

Extended Grace Period:

Extended Grace Period for twelve (12) months for Health FSAs and DCFSAs - A plan that includes a Health FSA or DCFSA may extend the grace period for a plan year ending in 2020 or 2021 to 12 months after the end of such plan year, with respect to unused benefits or contributions remaining in either arrangement. For example, a 2020 calendar year plan year with a grace period to March 15, 2021 may extend the grace period to December 31, 2021, effectively allowing participants until December 31, 2021 to incur claims against their 2020 plan year balances. Please note that health FSAs may not have both a grace period and a carryover.

Please select the Plan(s) that you would like to apply the extension:

Health FSA ☒ 2020 plan year

DCFSA ☒ 2020 plan year

IN WITNESS WHEREOF, and as evidence of the adoption of the Amendment set forth herein, the undersigned officer of Adams County Government has executed this Amendment to the Plan, this _____ day of _____, 2021.

Adams County Government

By: _____
Title: _____

CHFSA FLEXIBLE BENEFITS PLAN
SUMMARY OF MATERIAL MODIFICATIONS TO YOUR SUMMARY PLAN DESCRIPTION

CHFSA Flexible Benefits Plan

This document summarizes important changes to your Adams County Government Flexible Benefits Plan and should be kept with your Summary Plan Description (SPD) for future reference.

With respect to the current Plan Information in your SPD, effective 01/01/2021, Adams County Government amended its Plan to temporarily adopt the changes listed below:

Extend Grace Period:

Extended Grace Period for twelve (12) months for Health FSAs and DCFSAs. A plan that includes a health FSA or DCFSA may extend the grace period for a plan year ending in 2020 or 2021 to 12 months after the end of such plan year, with respect to unused benefits or contributions remaining in either arrangement. For example, a 2020 calendar year plan year with a grace period to March 15, 2021 may extend the grace period to December 31, 2021, effectively allowing participants until December 31, 2021 to incur claims against their 2020 plan year balances. Please note that health FSAs may not have both a grace period and a carryover.

Please select the Plan(s) that you would like to apply the extension:

Health FSA ☒ 2020 plan year

DCFSA ☒ 2020 plan year

ACTIONS TAKEN AND RESOLUTIONS ADOPTED BY CONSENT OF AUTHORIZED REPRESENTATIVE

Adams County Government AF06522

The undersigned, being an authorized representative of Adams County Government hereby approves the Amendment(s) set forth above.

RESOLVED, that the Amendment to the Adams County Government Flexible Benefits Plan is hereby approved and adopted, and that an authorized representative of the Employer is hereby authorized and directed to execute and deliver to the Administrator of the Plan one or more counterparts of the Amendment.

The undersigned further certifies that attached hereto is a copy of the Amendment approved and adopted in the foregoing resolution.

Date: _____

Signed: _____

(print name/title)