

AMENDMENT NO. 12

to the
RESTATED RETIREE MEDICAL EXPENSE REIMBURSEMENT PLAN
OF THE
COMMUNITY COLLEGE EMPLOYEES BENEFIT TRUST

The Board of Trustees of the Community College Employees Benefit Trust does hereby amend the "Second Restated Retiree Medical Expense Reimbursement Plan of the Community College Employees Benefit Trust, restated effective August 1, 2015, (6/26/15 Dr. and *incl. Am. 1-10*)," and as amended thereafter, effective as stated below.

1. **QDRO Definition.** New Sections 1.18 and 1.19 are added, effective January 1, 2017, to read as follows. Old Sections 1.18 through 1.23 ("Special Agreement" through "Trust Office") are renumbered as Sections 1.20 through 1.25 respectively, and any cross-references thereto are corrected accordingly.

"1.18 'QDRO' or 'qualified domestic relations order' means a qualified domestic relations order as defined in ERISA Section 206(d)(3)(B), 29 USC 1056(d)(3)(B).

1.19 'QMCSO' or 'qualified medical child support order' means a qualified medical child support order as defined in ERISA Section 609(a)(2)(A), 29 USC 1169(a)(2)(A)."

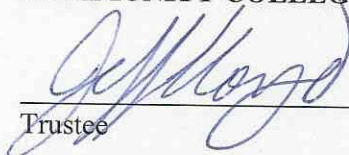
2. **Active Service During Leave of Absence.** Section 2.2(a)(2) is revised to add the word "paid" before the word "leave" in order to give Active Service to Employees only during paid leaves of absence from the College, effective retroactive to July 1, 2004.


3. **QDRO and QMCSO Costs.** In order to provide the Trustees with the authority to charge costs associated with QDRO and QMCSO determinations to the Beneficiaries, the Trustees add new Section 5.5, effective January 1, 2017, as follows:

"5.5 **Divorce and Court Orders: QDRO and QMCSO Review Costs.** The Trust reserves the right to deduct the reasonable costs associated with determining whether a domestic relations order qualifies as a qualified domestic relations order (QDRO), or a medical child support order qualifies as a qualified medical child support order (QMCSO), from the benefits payable to the Eligible Retiree or Beneficiary, according to rules set by the Trustees."

This Plan Amendment was adopted on the 7th day of October 2016, and shall be effective as stated above.

For the BOARD OF TRUSTEES
COMMUNITY COLLEGE EMPLOYEES BENEFIT TRUST


Trustee


Trustee