

AMENDMENT #1

Colorado Employer Benefit Trust (EPO Plan)
Employer Identification Number: 74-2141123

BENEFIT PLAN AMENDMENT
IT IS UNDERSTOOD AND AGREED THAT:

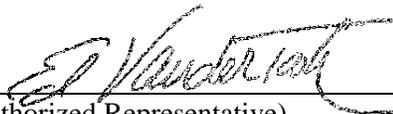
On page 1-39, item 39 is added to the Other Covered Expenses section:

39. Treatment, services and supplies for, or leading to, **gender transition surgery**. Benefits will be payable as any other *sickness* or *injury*. Related prescription drug expenses will be payable through the *plan's* Prescription Drug Card.

On page 1-41, exclusion 2 of the Physical Appearance section is deleted from the *plan* in its entirety.

IN WITNESS WHEREOF, the undersigned has caused this amendment to be duly adopted and effective as of March 23, 2020.

Colorado Employer Benefit Trust



(Authorized Representative)

April 6, 2020

(Date)