

. Amendment, effective December 10, 2004

Amend Article IV - Participation

Section 4.9 - Continuation of Coverage (COBRA)

Subsections O. will be added with new language to read as follows:

- O. Continuation coverage under the Uniformed Services Employment and Reemployment Rights Act (USERRA).
 1. In any case in which an Employee and/or Qualified Beneficiary has coverage under this Plan, and such person is absent from such position of employment by reason of service in the uniformed services, the Plan shall provide that the person may elect to continue such coverage as follows. The maximum period of coverage of a person and the person's Dependents under such an election shall be the lesser of:
 - a. the twenty-four (24) month period beginning on the date on which the person's absence begins; or
 - b. the day after the date on which the person fails to apply for or return to a position of employment.
 2. A person who elects to continue health-plan coverage under this Section shall be required to pay 102% of the full premium under the Plan associated with such coverage for the Employer's other Employees, except that in the case of a person who performs service in the uniformed services for less than thirty-one (31) days, such person shall not pay more than the Employee's share, if any, for such coverage.
 3. In the case of a person whose coverage under a health plan was terminated by reason of service in the uniformed services, an exclusion or waiting period may not be imposed in connection with the reinstatement of such coverage upon reemployment if an exclusion or waiting period would not have been imposed under a health plan had coverage of such person by such plan not been terminated as a result of such service. This paragraph applies to the person who is reemployed and to any individual who is covered by this Plan by reason of the reinstatement of the coverage of such person. This Paragraph 3 shall not apply to the coverage of any illness or Injury determined by the Secretary of Veterans Affairs to have been incurred in, or aggravated during, performance of service in the uniformed services.