

SUMMARY OF MATERIAL MODIFICATIONS No. 8

This modification is made as of the 1st day of **June, 2008**, by **Drake University** to the **Drake University Point of Service Health Plan**.

The **Drake University Point of Service Health Plan** is hereby modified and the attached text may be printed on a revision page for insertion into the **Drake University Point of Service Health Plan**.

Please check the following that apply:

- _____ **Drake University** will print the attached amendment for distribution.
- _____ First Administrators, Inc. will print _____ copies of the attached amendment for distribution.
- _____ Drake University will notify Participants of the changes in some other manner.
- _____ Other: _____

This modification is made as of the 1st day of **June, 2008**,
by **Drake University** to **Drake University Point of Service Health Plan**.
All other terms and provisions of the Plan remain unaltered and in effect.

The following text **replaces** the third and fifth paragraphs and **removes** the last paragraph found in the "**Dependent Beneficiaries**" section of the "**Special Enrollment Periods**" language found in the current Plan Book.

The dependent special enrollment period will be a period of thirty-one (31) days beginning on the date of marriage, birth, adoption or placement for adoption except in the case of the birth or adoption of a child where the current employee is enrolled in family coverage (as of the date of the birth or adoption). In cases where the employee is enrolled in family coverage (as of the date of the birth or adoption) there will be no dependent special enrollment period and enrollment of the newborn or adoptee will be automatic, unless otherwise requested in writing by the employee. However, the employee-parent should complete an enrollment form as soon as possible and return it to Drake University Human Resources.

If a current employee or retiree requests enrollment for a dependent during the special enrollment period or the dependent is automatically enrolled (in the case of birth or adoption of a dependent to an employee enrolled in family coverage as of the date of the birth or adoption), the coverage for the dependent will become effective:

- (a) in the case of marriage, as of the date of the marriage;
- (b) in the case of a dependent's birth, as of the date of birth; or
- (c) in the case of a dependent's adoption or placement for adoption, the date of the adoption or placement for adoption.