

**BLACKWATER COMMUNITY SCHOOL
EMPLOYEE BENEFIT PLAN
PPO PLAN OPTION
PLAN AMENDMENT #1**

Blackwater Community School hereby amends the Blackwater Community School Employee Benefit Plan PPO Plan Option, hereinafter referred to as "**Plan**", as it was previously adopted on October 1, 2015. This amendment shall be effective on October 1, 2015.

WHEREAS, the provisions of the plan document provide for termination of coverage on the last day of the month in which either of the following events occur: (1) the **employee** ceases to meet the eligibility requirements of the **Plan**, and (2) the **employee** terminates employment with the School. It is the intent of Blackwater Community School that if the event occurs on the first day of the calendar month, termination of coverage under the **Plan** shall occur on the date of the event.

THEREFORE, the section entitled, *Termination of Coverage, Employee(s) Termination Date*, shall be restated as follows:

EMPLOYEE(S) TERMINATION DATE

1. The date the **employer** terminates the **Plan** and offers no other group health plan.
2. The last day of the month in which the **employee** ceases to meet the eligibility requirements of the **Plan**, unless the loss of eligibility occurs on the first day of the calendar month. Then, coverage terminates on the first day of the calendar month.
3. The last day of the month in which employment terminates, unless termination of employment occurs on the first day of the calendar month. Then, coverage terminates on the first day of the calendar month.
4. The date the **employee** becomes a **full-time**, active member of the armed forces of any country.
5. The date the **employee** ceases to make any required contributions.

All remaining provisions shall prevail unless subsequently amended.

BY: Peggy Huff

DATE: April 28, 2016