SUMMARY of MATERIAL MODIFICATION

AMENDMENT # 5

to the

UNIVERSITY OF MAINE SYSTEM

FLEXIBLE SPENDING ACCOUNTS PLAN

The University of Maine System Flexible Spending Accounts Plan is hereby amended, effective 04/01/14. This amendment affects all claims for services incurred on or after the effective date of this amendment. The terms of this amendment are as follows:

I. Under the “Health Care FSA Component” section, the following item will be added in its entirety:

CARRYOVER AMOUNTS

A participant will be able to carryover up to $500 of unused amounts remaining in their Health FSA as of the end of the Plan Year. The carryover of up to $500 may be used to pay or reimburse qualifying medical expenses under the Health FSA incurred during the entire Plan Year to which it is carried over. For this purpose, the unused amount remaining as of the end of the Plan Year is the amount unused after eligible medical expenses have been reimbursed at the end of the claims runout period for the Plan Year. The carryover of up to $500 does not count against or otherwise affect the maximum contribution amount.

The Plan will treat reimbursements of all claims for expenses that are incurred in the current Plan Year as reimbursed first from unused amounts credited for the current Plan Year, and, only after exhausting these current Plan Year amounts, as then reimbursed from unused amounts carried over from the preceding Plan Year. Any unused amounts from the prior Plan Year that are used to reimburse a current year expense (i) reduce the amounts available to pay prior Plan Year expenses during the run-out period, (ii) must be counted against the permitted $500 carryover, and (iii) cannot exceed the $500 permitted carryover amount.

The FSA carryover provision does not apply to dependent care.

Unused carryover amounts remaining at termination of employment are forfeited unless the participant elects COBRA under the Health FSA.