

**SUMMARY OF MATERIAL MODIFICATIONS
for the**

University of Dayton Flexible Spending Accounts

**I
INTRODUCTION**

This is a Summary of Material Modifications regarding the University of Dayton Flexible Spending Accounts (“Plan”). This is merely a summary of the most important changes to the Plan and information contained in the Summary Plan Description (“SPD”) previously provided to you. It supplements and amends that SPD so you should retain a copy of this document with your copy of the SPD. If you have any questions, contact the Administrator. If there is any discrepancy between the terms of the Plan, as modified, and this Summary of Material Modifications, the provisions of the Plan will control.

**II
SUMMARY OF CHANGES**

Effective January 1, 2013, the maximum that you can contribute to your Health Flexible Spending Account from salary reductions each Plan Year is \$2,500. After 2013, the dollar limit may increase for cost-of-living adjustments.

You should also be aware that the annual dollar limit on the amount you may defer is an aggregate limit that applies to all contributions to the Health Flexible Spending Account you may make under this Plan and any other health flexible spending account of this Employer or any of its affiliated employers in which you may be participating. The limit is an individual limit and does not impact the amount your spouse may contribute to any health flexible spending account that he or she may be participating in (even if it is this Plan).