

**SUMMARY OF MATERIAL MODIFICATIONS
for the**

University of Dayton Cafeteria Plan

**I
INTRODUCTION**

This is a Summary of Material Modifications regarding the University of Dayton Cafeteria Plan ("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**

1. Health Flexible Spending Account carryover

Effective December 16, 2013, you will be eligible to carryover amounts left in your Health Flexible Spending Account, up to \$500. This means that amounts you do not use during a Plan Year can be carried over to the next Plan Year and used for expenses incurred in the next Plan Year.

2. Grace Period

Effective December 16, 2013, we are no longer using the "grace period" for the Health Flexible Spending Account. Therefore, for up to two and half months in the following Plan Year, you will not be able to incur expenses to use any amounts that are left at the end of the prior Plan Year. This provision is being eliminated so that we can add the carryover provision above.