

REED COLLEGE
FLEXIBLE BENEFITS PLAN

SUMMARY PLAN DESCRIPTION
MATERIAL MODIFICATIONS

I
INTRODUCTION

On May 12, 2020 the IRS released guidance (in the form of [Notice 2020-29](#)) to allow temporary changes to Section 125 cafeteria plans to assist with the response to the COVID-19 outbreak. Reed College has temporarily amended your Flexible Spending Account Plan.

This is merely a summary of the most important changes to the Plan. It is presented to you as an addition to the Summary Plan Description. If you have any questions, contact the Administrator. A copy of the Plan, including this amendment, is available for your inspection. If there is any discrepancy between the terms of the Plan or the amendment itself and this summary of material modifications, the provisions of the Plan, as amended, will control.

II
SUMMARY OF CHANGES

III
CONTRIBUTIONS

May I change my elections during the Plan Year?

For the 2020 calendar year *only*, you can revoke, increase, decrease or make a new election on a prospective basis without a qualified event.