

AMENDMENT

to the WEA Trust Essential Vision Plan

This amendment revises your WEA Trust Essential Vision Plan to provide coverage, in some circumstances, through the end of the month in which eligibility for coverage is lost for you and/or your covered dependents.

In Section 3, "Eligibility and Coverage of Employees and Their Dependents," the "When Coverage Ends" provision is deleted and replaced with the following:

When Coverage Ends

Your coverage will end on the earliest of the following dates:

- The date this policy terminates for any reason.
- The end of the period for which the last premium was paid for you. **Note:** Once you have been enrolled for at least twelve (12) months, you may voluntarily disenroll yourself, but you may only do so during your employer's annual open enrollment period.
- The last day of the month in which you enter the military forces of any state or country, including the United States, or the last day of the month after you have served on active duty as a member of a reserve unit of the armed forces for at least 30 consecutive days.
- The last day of the month in which you cease to be a member of the class of eligible employees specified by your employer on the Group Vision Insurance Agreement for coverage under this policy. For example, you have a change in your job duties or in the number of hours worked that renders you ineligible for coverage.
- The last day of the month in which your occupational group ceases to be part of the class of eligible employees specified by your employer on the Group Vision Insurance Agreement as being part of an insured group.
- The last day of the month in which you become ineligible because of the termination of your employment, whether voluntary or involuntary.
- The date on which you fail to comply with any provision of this policy.
- The date of your death.

Coverage for any dependent will end on the earliest of the following dates:

- The date this policy terminates for any reason.

- The end of the period for which the last premium was paid for your dependent. **Note:** Once your dependents have been enrolled for at least twelve (12) months, you may voluntarily disenroll them, but you may only do so during your employer’s annual open enrollment period.
- The last day of the month of the divorce or annulment of your marriage is the date that coverage terminates for your spouse.
- The last day of the month in which your dependent enters the military forces of any state or country, including the United States, or the last day of the month after your dependent has served on active duty as a member of a reserve unit of the armed forces for at least 30 consecutive days.
- The last day of the month in which your dependent child no longer meets the criteria to be covered as your dependent under your coverage.
- The date of your dependent’s death.
- The date your coverage ends for any reason, except for your death. If you die, coverage for your dependents will end on the last day of the month of your death.

The “Domestic Partner Coverage,” “Same Gender Domestic Partner Coverage,” and “Coverage for Domestic Partners (As Defined by Chapter 770 of the Wisconsin Statutes)” Optional Eligibility Provisions within the Appendix are amended. Within each Provision, the last paragraph of the “When the Domestic Partnership Ends” provision is deleted and replaced with the following:

The end of a domestic partnership has the same consequences under this policy as divorce or annulment of marriage, or the death of the covered employee. Therefore, the domestic partner and his or her children are no longer eligible for coverage after the last day of the month in which the domestic partnership ends.

Amendment Effective Date—This amendment is effective May 1, 2015.