

**Amendment One to the  
Public Employees Retirement System of Ohio  
Pre-Medicare Health Reimbursement Arrangement Plan**

WHEREAS, the Public Employees Retirement System of Ohio Pre-Medicare Health Reimbursement Arrangement Plan (“Plan”) was originally effective November 1, 2021;

WHEREAS, the Public Employees Retirement Board, as Trustees of the Plan (“Trustees”) reserved the right to amend the Plan pursuant to Article IX of the Plan;

WHEREAS, the Trustees now desire to amend the Plan;

NOW, THEREFORE, the Plan is hereby amended as follows, effective January 1, 2024:

**1. Section 4.6 of the Plan**, regarding loss of coverage and forfeiture is hereby amended to be and read as follows:

**4.6 Loss of Coverage and Forfeiture of HRA Account.**

(a) Termination of Participation under Section 2.4(i) – Death. Upon termination of participation as set forth in Section 2.4(i), all coverage under this Plan shall cease unless Participant’s Spouse or Dependent continues coverage under the Plan, if applicable, by electing COBRA continuation coverage pursuant to Article VI or the coverage provided under the Plan pursuant to Section 4.7(a).

(b) Termination of Participation under Section 2.4(ii) – Employment. Upon termination of participation as set forth in Section 2.4(ii), all coverage under this Plan shall cease while the Participant is an Employee of an Employer. The HRA Account shall not reimburse any Claims incurred during the terminated Participant’s employment with an Employer. The HRA Account may reimburse Claims incurred during any month preceding or succeeding the Participant’s employment with an Employer.

(c) Termination of Participation under Section 2.4(iii) – Medicare eligibility. Upon termination of participation as set forth in Section 2.4(iii), the Participant’s coverage under this Plan shall cease and Qualified Medical Expenses incurred on or after such date shall not be reimbursed by this Plan, except as provided in Section 4.6(c)(2). The remaining account balance shall be administered as follows:

- (1) A terminated Participant who establishes continuous participation in the Medicare Reimbursement Plan may receive a credit against the remaining balance of this HRA Account. On the first day of the month following termination of Participation in this Plan, the HRA Account shall be forfeited. The Medicare Reimbursement Plan may permit the balance of any forfeited HRA Account to become a credit in that plan.
- (2) If a terminated Participant does not establish an account in the Medicare Reimbursement Plan effective the first month following termination of Participation, the balance of the HRA Account shall remain available to reimburse Claims until the earlier of (i) the exhaustion of the HRA Account; or (ii) the terminated Participant becomes a participant in the Medicare Reimbursement Plan. Should the terminated Participant establish participation in the Medicare Reimbursement Plan before this HRA Account is exhausted, coverage in this Plan shall terminate immediately prior to the effective date of participation in the Medicare Reimbursement Plan and, the HRA Account shall be forfeited. The Medicare Reimbursement Plan may permit the balance of any forfeited HRA Account to become a credit in that plan.

(d) Termination of Participation under Section 2.4(iv) – Waiver. Upon termination of participation as set forth in Section 2.4(iv), all coverage under this Plan shall cease while the Participant has waived all Reimbursement Allowances and Reimbursements. The HRA Account shall not reimburse any Claims incurred during the terminated Participant’s period of waiver. The HRA Account may reimburse Claims incurred during any month preceding or succeeding the Participant’s period of waiver.

(e) Termination of Participation after ceasing to qualify as an Eligible Retiree under Section 1.12(b) – Disability Benefit Recipient. Upon termination of participation after ceasing to qualify as an Eligible Retiree as described in Sections 1.12(b), 2.3(iii) or 2.4(v), the Participant’s coverage under this Plan shall cease and Qualified Medical Expenses incurred on or after such date shall not be reimbursed by this Plan, except as provided in Section 4.6(e)(2). The remaining account balance shall be administered as follows:

- (1) Except as provided in Section 4.6(e)(2), the HRA Account may reimburse Qualifying Medical Expenses that were incurred by the Participant prior to the termination of participation as described in this Section. The balance of the terminated Participant’s HRA Account shall be forfeited on the earlier of: (i) Twenty-four (24) months after the termination of participation as described in this Section; or (ii) Any payment pursuant to Section 145.40 of the Ohio Revised Code.
- (2) If a terminated Participant continues to be or, not later than twenty-four (24) months after termination of participation as described in this Section, becomes an age and service retirant or disability benefit recipient of the Defined Benefit Plan but does not satisfy the definition of Eligible Retiree in Section 1.12, the balance of the HRA Account shall remain available to reimburse Claims incurred while an age and service retirant or disability benefit recipient until the earlier of (i) the exhaustion of the HRA Account; or (ii) the terminated Participant becomes a participant in the Medicare Reimbursement Plan. Should the terminated Participant establish participation in the Medicare Reimbursement Plan before the HRA Account is exhausted, coverage in this Plan shall terminate immediately prior to the effective date of participation in the Medicare Reimbursement Plan and, the HRA Account shall be forfeited. The Medicare Reimbursement Plan may permit the balance of any forfeited HRA Account to become a credit in that plan.

2. **In all other respects,** the Plan shall be and remain unchanged.

IN WITNESS WHEREOF, the undersigned has executed this Amendment on the date indicated:

11-14-23  
Date

Karen E. Carraher  
Karen E. Carraher, Executive Director