SUMMARY OF MATERIAL MODIFICATIONS (SMM)
For the
NMU Flexible Benefits Plan

(Name of Plan)

(1) General. This is a Summary of Material Modifications regarding the above referenced Plan ("Plan"). This Summary of Material Modifications supplements and amends the Summary Plan Description (SPD) previously provided to you. You should retain this document with your copy of the SPD.

(2) Identification of Employer. The legal name, address and Federal Employer Identification number of the Employer are:

Northern Michigan University EIN: 38-6029206
Employer name

1401 Presque Isle Avenue
Employer street address

Marquette, MI 49855
Employer city, state and zip code

FOR CAFETERIA PLANS:

(3) Description of Modifications. The Employer has amended your Plan effective for the 2013 Plan year and beyond or the 2014 Plan year and beyond.

If you have any questions regarding the application of this provision to you, contact your Employer.

BENEFITS

Health Care Flexible Spending Account Funds. Carryover provision. The Plan provides for a carryover of up to $500 of any remaining unused funds in your health FSA as of the end of the Plan year. Such carryover amount may be used to pay or reimburse medical expenses under the health FSA incurred during the entire Plan year to which it is carried over.

For example: If you elected $1,500 for the 2013 plan year and only spent $1,000 for 2013 eligible medical expenses you will be able to carryover, into the 2014 Plan year, $500 to reimburse eligible medical expenses incurred in 2014. Please contact your Employer if you have questions about this Carryover provision.

You also have the right to opt out of the Carryover provision if you have already enrolled in a Health Savings Account (HSA). Please contact your Employer if you wish to opt out of the Carryover provision.