

**IWAKI AMERICA INC.
EMPLOYEE GROUP MEDICAL PLAN
AMENDMENT #5 TO THE
NOVEMBER 1, 2010 PLAN DOCUMENT AND SUMMARY PLAN DESCRIPTION
EFFECTIVE: OCTOBER 1, 2013**

The purpose of this amendment is to revise the Plan to add coverage for Hearing Aids. All references to the provisions below that appear in any part of the Plan Document or in any prior amendments are also hereby amended to be consistent with the changes described below.

The Plan Document and Summary Plan Description are hereby amended as follows:

SCHEDULE OF MEDICAL BENEFITS, OTHER SERVICES & SUPPLIES

The aforementioned section of the **Schedule of Medical Benefits** is hereby amended to provide coverage for the following services at the levels shown below:

OTHER SERVICES & SUPPLIES	IN-NETWORK PROVIDERS All services subject to Deductible unless otherwise stated	OUT-OF-NETWORK PROVIDERS All services subject to Deductible and Reasonable & Customary Charges, unless otherwise stated
Hearing Aids Up to \$2,000 per person per Plan Year and \$6,000 per person per lifetime	100% (deductible waived)	NOT COVERED

MEDICAL BENEFITS C. Covered Expenses (10) Other Services and Supplies. The following is hereby **added** in its entirety as item (rr):

(rr) Hearing aids

MEDICAL LIMITATIONS AND EXCLUSIONS, item (25), is hereby **deleted** in its entirety. All subsequent items in this section are hereby renumbered accordingly.

**Accepted by:
Iwaki America, Inc.**

Authorized Signature

Title

Print Name

Date