This 2013-1 Amendment to the HOPE COLLEGE FLEXIBLE BENEFIT PLAN ("Plan") is adopted by HOPE COLLEGE ("Plan Sponsor"). The amendment is effective August 1, 2013.

Pursuant to Section 10.1 of the Plan, Plan Sponsor amends the Plan as follows:

A.

Section 3.1 is amended as follows:

3.1 Eligibility

Full-time Employees of Employer who are regularly scheduled to work at least 1,560 hours per year and visiting faculty members shall be eligible to participate in the Plan. Satisfaction of the 1,560 hours per year standard will be determined under a measurement period prior to the beginning of each plan year. Full-time employees who were eligible to participate in the Plan prior to August 1, 2013 but who are not regularly scheduled to work at least 1,560 hours per year will be "grandfathered" for eligibility purposes and will continue be eligible to participate in the Plan. The following Employees are not eligible to participate in the Plan:

(a) Employees who normally work six months or less per year;
(b) Individuals who are treated as independent contractors;
(c) Leased Employees;
(d) Student Employees;
(e) Employees who perform services for Employer pursuant to a written agreement that does not provide for participation in the Plan;
(f) Employees in grant-funded positions unless the terms of the grant provide for Plan coverage;
(g) Part-time lecturers;
(h) Lecturers who are not classified as professors, associate professors or assistant professors; and
(i) Faculty members on sabbatical leave except to the extent they continue to receive compensation from Employer while they are on leave.
All Participants in the Plan must be current or former Employees. An Employee who is eligible under this Section shall be considered to work in Covered Employment and shall become a Participant on the date specified in Section 3.2.

B.

The second paragraph of Section 5.2 is amended as follows:

The maximum amount which may be credited to a Participant’s Medical Spending Account for each Plan Year shall be determined annually by Employer and communicated to Participants during the Open Enrollment Period. Effective as of the first day of the Plan Year beginning on or after January 1, 2013, pursuant to Section 125(i)(1) of the Code, a Participant may not allocate more than $2,500 in Compensation Reductions to the Participant’s Medical Spending Account for a Plan Year (the “Dollar Limit”). The Dollar Limit may be increased in subsequent Plan Years for changes in the cost-of-living in accordance with Section 125(i)(2) of the Code.

C.

In all other respects, the Plan is unchanged.

Signature

Plan Sponsor signs this 2013-1 Amendment to the Hope College Flexible Benefit Plan on the date stated below.

HOPE COLLEGE

Dated: 8/1/2013

Signature

[Signature]

Thomas W. Bylstra, VP & CFO

Printed Name and Title