

**GINA
AMENDMENT
TO THE
VILLAGE OF LOMBARD
Cafeteria Plan**

The *Village of Lombard* Cafeteria Plan is hereby amended on this the _____ day of _____, 2010, by adding the new Appendix Article A, as set forth on the following page, effective as of the dates set forth therein.

VILLAGE OF LOMBARD

By: _____

Name: _____

Title: _____

APPENDIX ARTICLE A

A.1 **General.** This Article A shall supplement the main portion of the plan document for the Cafeteria Plan (“Cafeteria Plan”), as modified by this Appendix, to reflect certain applicable provisions of the Genetic Information Nondiscrimination Act of 2008. This Article A shall supersede the provisions of the Cafeteria Plan to the extent those provisions are inconsistent with the provisions of this Article A.

A.4 **Genetic Information Nondiscrimination Act (GINA).** This Section A.4 is effective from and after May 20, 2009 and shall apply to the component of the Cafeteria Plan providing health flexible spending account benefits.

The Cafeteria Plan shall not use genetic information for underwriting purposes or disclose genetic information to any person or party. For purposes of this paragraph, “genetic information” and “underwriting purposes” shall have the meaning given to it in Section 105(a) of GINA and applicable guidance issued pursuant thereto.