

- 9.14 **HIPAA** means the Health Insurance Portability and Accountability Act of 1996 and regulations thereunder, as amended from time to time.
- 9.15 **Participant** means an Eligible Employee who participates in the Plan in accordance with the *Eligibility, Participation, Termination* section (Article III) and has not ceased to be a Participant as described in the *Eligibility, Participation, Termination* section (Article III).
- 9.16 **Plan** means this written document, including Exhibits, attachments and items incorporated by reference, which is intended to be the written plan document for purposes of ERISA and, if required, the Code. The Plan name is Carleton College Employee Assistance Program (component benefit of the Carleton College Comprehensive Health and Welfare Benefits Plan), notwithstanding any provision in the EAP Services Overview to the contrary.
- 9.17 **Plan Administrator** means the Employer, or its properly designated designee.
- 9.18 **Plan Year** means the twelve-month period commencing on the first day of January and ending on the last day of December.
- 9.19 **Provider** means the third party identified in the *General Information* section (Article II) retained by the Plan Administrator to provide benefits under the Plan.
- 9.20 **SPD** means this document that serves as the summary plan description and the written Plan document.
- 9.21 **USERRA** means the Uniformed Services Employment and Reemployment Rights Act of 1994.
- 9.22 **QMCSO** means a Qualified Medical Child Support Order as determined by the Plan Administrator under procedures established by the Plan Administrator.

IN WITNESS WHEREOF, the Employer has caused this instrument to be executed by its duly authorized officer on the date written below.

Date: 7/17/19

Carleton College

By: Kristen Buden  
Its: Benefits Manager