

**FIRST AMENDMENT TO THE
SPARROW CAFETERIA PLAN**

The Sparrow Cafeteria Plan is hereby amended effective January 1, 2015, as described below.

1. Section 2.19 shall be replaced in its entirety with the following:

2.19 Spouse means the person who is legally married to the Employee and who is treated as a spouse under the Code; provided, however, the term "Spouse" shall not include a person legally separated from the Employee under a divorce or separate maintenance decree. A Spouse may be a person of the opposite-sex of or same-sex as the Employee. Furthermore, any person of the same-sex as the Employee who was married to the Employee in Michigan during the period of time in which such same-sex marriages were legally recognized shall be considered a Spouse under this Plan.

2. Section 7.2(k) shall be replaced in its entirety with the following:

(k) Spouse shall mean any person fulfilling the definition of Spouse that is outlined in Section 2.19 of the Plan.

SPARROW HEALTH SYSTEM

Dated: _____, 2015

By: _____

Its: _____