

**Third Amendment to
The Ohio State University
Adoption Assistance Plan**

WHEREAS, The Ohio State University (“OSU”) maintains The Ohio State University Adoption Assistance Plan, as amended and restated, effective as of January 1, 2017 and subsequently amended effective as of January 1, 2018 and January 1, 2020 (the “Plan”);

WHEREAS, pursuant to Section 8.8 of the Plan, OSU unilaterally reserves the right to amend or modify the Plan at any time; and

WHEREAS, OSU desires to amend the Plan as described herein.

NOW, THEREFORE, effective as of January 1, 2023 (the “Amendment Effective Date”), the Employer hereby amends the Plan as follows:

1. Section 2.2 of the Plan is hereby deleted in its entirety and replaced with the following:

2.2 Eligible Child – An “Eligible Child” is any individual who, at the time the Qualified Adoption Expenses are incurred, is under age 18 and is not a child of the Eligible Employee’s spouse.

2. Section 3.1 of the Plan is hereby deleted in its entirety and replaced with the following:

3.1 Maximum Reimbursement - An Eligible Employee who meets the terms and conditions of the Plan shall be eligible for reimbursement of Qualified Adoption Expenses that are paid or incurred in connection with the final adoption of an Eligible Child by the Eligible Employee and while an Eligible Employee under the Plan. Except as provided herein, adoption assistance benefits under this Plan shall be limited to a lifetime maximum of \$10,000 per Eligible Employee. Notwithstanding the foregoing: (a) adoptions finalized or initiated prior to January 1, 2017 shall not count towards the lifetime maximum; and (b) the lifetime maximum shall be capped by the value of any previous adoption benefit provided after January 1, 2017 and any surrogacy or stepparent adoption expense reimbursement provided by OSU outside of this Plan, such that all benefits do not exceed \$10,000 in aggregate per Eligible Employee. If both adoptive parents are Eligible Employees, the maximum reimbursement applies jointly.

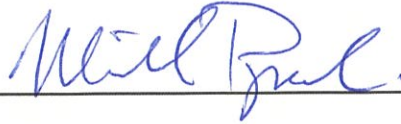
3. Capitalized terms not otherwise defined in this Third Amendment shall have the meanings ascribed to them in the Plan.
4. All other terms and conditions of the Plan shall remain in full force and effect.

[Signature page follows]

IN WITNESS WHEREOF, OSU hereby adopts this Third Amendment effective as of the Amendment Effective Date.

The Ohio State University

By:



Name: Michael Papadakis

Title: Senior Vice President for Business and Finance & Chief Financial Officer

By:



Name: Jeff Risinger

Title: Senior Vice President for Talent, Culture & Human Resources