

PLAN DOCUMENT AMENDMENT

The Employer’s Section 125 Plan has hereby been amended effective December 27, 2020, in response to the Consolidated Appropriations Act 2021. The bill includes several optional provisions to provide relief for health care and dependent care flexible spending accounts. Below are the provisions adopted for your Plan:

Item 1: Carryover extension Health Flexible Spending Account/Dependent Care Flexible Spending Account for Plan ending in 2021:

For plan years ending in 2021, a plan that includes a Health Flexible Spending Account or Dependent Care Flexible Spending Account may allow any unused benefits or contributions remaining in either arrangement to be carried over from such plan year to the plan year ending in 2022.

Except as stated above, all Plan provisions remain the same.

This amendment is hereby approved and adopted by the undersigned. It supersedes and/or changes any previous amendment(s) in regards to the Plan provisions specified in this amendment. This signed amendment shall be attached to and form a part of the Plan Document on the above stated Effective Date.

Approved and Adopted By:

DocuSigned by:
Bethany J Turon
280B2AD1C91243D...

Signature
Bethany J Turon

Printed Name

HR Director

Title
2/25/2021

Date Signed