

> G&A Partners Section 125 Plan: Summary of Material Modification

This Summary of Material Modification (SMM) provides modifications to information contained in the G&A Partners Section 125 Plan's (the "Plan") Summary Plan Description (SPD) as of **July 1, 2020**. These modifications will go into effect on **July 1, 2025**.

Note: If there is any discrepancy between this SMM and the SPD, the provisions of this SMM will govern.

Modifications

Important changes to certain benefits and eligibility requirements under the Plan will go into effect on **July 1, 2025**. In particular, the following changes will apply to the healthcare Flexible Spending Account (FSA):

1. **Minimum Rollover:** The minimum amount that can be rolled over from one plan year to the next will increase from \$25 to \$50. Therefore, any unused healthcare FSA amounts under \$50 will be forfeited at the close of the plan year.
2. **Maximum Rollover Limit:** The maximum rollover limit will increase from \$500 to \$550. Accordingly, up to \$550 of unused healthcare FSA amounts can be carried over for use in the next plan year. Any remaining unused amounts in excess of \$550 will be forfeited.
3. **Rollover Eligibility:** Only participants who re-enroll in the healthcare FSA for the following plan year are eligible to rollover unused healthcare FSA amounts. If a participant does not re-enroll, any unused amounts will be forfeited.

You can find this notice and the full SPD at www.gnapartners.com/sbc.

For additional information or questions regarding these changes, please contact the G&A Partners AccessHR team at 866-497-4222.