

M E M O

To: Participants in the Schupan & Sons, Inc. Flexible Benefit Plan (“Plan”)

Re: Health Care Spending Accounts

Effective as of January 1, 2023, Employer amended the Schupan & Sons, Inc., Inc. Flexible Benefit Plan as follows:

Health Care Spending Account

It is entirely up to you to determine whether to allocate any pay reductions to your health care spending account and, if so, how much to reduce your pay. However, the maximum amount you may have credited to your health care spending account for a plan year is \$2,850. Beginning as of January 1, 2023, federal law does not allow you to contribute more than \$2,850 to your health care spending account per plan year. This amount may be adjusted in future plan years for changes in the cost of living.

If you have any questions regarding these changes, please contact your employer. You should keep a copy of this memo along with your Summary Plan Description of the Flexible Benefit Plan for future reference.