

Summary of Material Modifications to the Schupan & Sons, Inc. Welfare Benefit Plan

This Summary of Material Modification ("SMM") modifies some of the information contained in the Plan Document and Summary Plan Description ("SPD") for the Schupan and Sons, Inc. Welfare Benefit Plan (the "Plan") effective as of January 1, 2023.

Note: In the event of any discrepancy between this SMM and the SPD, the provisions of this SMM will govern.

Modification(s)

The wellness carrier for the Plan has changed. Effective January 1, 2024, the wellness carrier is Wellworks For You. The mailing address of this carrier is:

70 East Lancaster Avenue
Frazer PA 19355

To contact the carrier via phone regarding administration of the benefit, please call 800-425-4657.

As of January 1, 2024 the Company ID for the Plan is 13183.

For further information regarding the wellness carrier for the Plan, please contact your Plan Administrator at 269-382-0000.