SUMMARY OF MATERIAL MODIFICATION
AND
AMENDMENT #3
TO THE
WELLSKY
HEALTH AND WELFARE PLAN
GROUP NO. 24246

This Summary of Material Modification and Amendment describes changes to the WellSky Health and Welfare Plan effective January 1, 2025. These changes are effective as of **January 1, 2025,** and will remain in effect until amended in writing by the Plan Administrator.

This document should be read carefully and attached to the Plan Document and Benefits Description. Please contact the Plan Administrator identified in the Benefits Description if you have any questions regarding the changes described in this Summary of Material Modification.

WellSky Corporation (the "Plan Sponsor") is amending the WellSky Health and Welfare Plan (the "Plan") as follows:

*In the **Eligibility for Participation** section, the 1st paragraph of the **Employee Eligibility** subsection (added in amendment #1) is hereby deleted and replaced as follows:*

ELIGIBILITY FOR PARTICIPATION

Employee Eligibility
A full-time or part-time employee of the Employer who regularly works 30 or more Hours of Service per week will be eligible to enroll for coverage under this Plan as of the first day he/she reports for employment with the Employer. Participation in the Plan will begin as of the first day of the month coinciding with or immediately following the date he or she reports for employment with the Employer provided all required election and enrollment forms are properly submitted to the Plan Administrator.

All other provisions of this Plan shall remain unchanged.

In Witness Whereof, WellSky Corporation has caused this Amendment to take effect, be attached to, and form a part of their Health and Welfare Plan.

Lisa Patel	1/30/2026	Sr. Benefits and Wellness Manager	
Authorized Signature	Date	Title	
Witness	Date	Title	