AMENDMENT TO [PLAN NAME]

PLAN DOCUMENT AND SUMMARY PLAN DESCRIPTION

In response to the [COVID-19 Public Health Emergency](https://www.whitehouse.gov/presidential-actions/proclamation-declaring-national-emergency-concerning-novel-coronavirus-disease-covid-19-outbreak/) (PHE), effective      , the Plan is revised to define eligibility as:

\*Check all that apply

[ ]  All  regularly working a minimum       hours per week who have satisfied the applicable waiting period.

[ ]  Coverage is effective for all who satisfy the minimum hours on the Choose an item. completion of a waiting period.

[ ]   furloughed employees who would otherwise satisfy eligibility and waiting period requirements under the Plan prior to the Public Health Emergency.

[ ]  All  on a(n)  COVID-19 related  leave of absence who would otherwise satisfy eligibility and waiting period requirements under the Plan prior to the Public Health Emergency.

[ ]  All mid-year election changes in response to carrier Public Health Emergency special enrollment periods are effective on a post-tax basis unless another permissible Section 125 mid-year election change event has occurred.

[ ]  Other

Eligibility under the Plan shall remain as defined in this Amendment from      , to the earlier of      , or  of the COVID-19 Public Health Emergency.