Summary of Material Modification in Benefits to the Watterson Environmental Group Health and Welfare Plan

This Summary of Material Modification (SMM) for Watterson Environmental Group, plan number 501, describes any material modifications to the plan effective on January 1, 2026 and any changes in the information required to be included in the plan's Summary Plan Description (SPD). This SMM together with the Plan's SPD will help you understand the terms of the Plan. Therefore, you should read this SMM carefully and keep it with the most recent SPD dated January 1, 2025. To the extent the SPD is inconsistent with this SMM, this SMM will control.

Modifications:

Modifications to the plan, effective on the date listed above, are as follows:

- The insurance carrier for the dental benefit has changed on the effective date listed above. The new insurance carrier is Delta Dental. The new benefits identification number is 20564.
- The insurance carrier for the Basic Life and AD&D, Voluntary Life and AD&D, LTD, STD, Accident, Critical Illness, and Hospital Indemnity benefit has changed on the effective date listed above. The new insurance carrier is Lincoln Financial Group. The new benefits identification number is 1304188.
- Coverage for the medical plan benefits are amended effective on the date listed above as follows: The PPO 500 plan has been replaced with the PPO 750 plan. The PPO 1500 plan remains available, with changes to the out-of-pocket maximum and copayment amounts. The HSA 2500 and HSA 6000 plans have been terminated and replaced with the HSA 4000 plan. Please refer to the Benefit Summaries and Summary of Benefits and Coverage (SBCs) for the new plan year for a complete description of plan benefits, limitations, and applicable in-network and out-of-network cost-sharing provisions.

If you have questions about these changes in benefits, contact the plan sponsor designee, Michelle Hoffman, at Watterson Environmental Group, by phone at (386) 368-7717 or by email at meechi.hoffman@wattersonsolutions.com.

The official plan document governs participants' and beneficiaries' rights to benefits, benefit decisions, and plan administration. If there are any differences between this SMM or the SPD and the official plan document, the plan document, as interpreted by the Plan Sponsor and its administrators, will control in all cases. If there are any errors in this SMM, the plan administrator or its designee reserves the right to correct such errors.

Other than the changes described above, the Plan remains in effect in accordance with its terms. The plan sponsor reserves the right to amend, modify, or terminate the plan at any time and for any reason. Participation in the plan is not a guarantee of continuing employment.