

SUMMARY OF MATERIAL MODIFICATIONS

The Behavior Frontiers, LLC Welfare Benefit Plan is hereby amended for the timeframe of April 1, 2020 and December 31, 2020 as follows:

Item 1: FMLA (*This section of the SPD has added the following language*):

FAMILIES FIRST CORONAVIRUS RESPONSE ACT

Due to the Coronavirus Pandemic of 2020, you may be entitled to two weeks of paid sick leave or 12 weeks of Expanded Family Medical Leave. This coverage is only available for the period between April 1, 2020 and December 31, 2020.

Eligible Employees

In general, employees of private sector employers with fewer than 500 employees, and certain public sector employers, are eligible for up to two weeks of fully or partially paid sick leave for COVID-19 related reasons (see below). A part-time employee is eligible for leave for the number of hours that the employee is normally scheduled to work over that period.

Generally, the Act provides that covered employers must provide to all employees:

- Two weeks (up to 80 hours) of paid sick leave at the employee's regular rate of pay where the employee is unable to work because the employee is quarantined (pursuant to Federal, State, or local government order or advice of a health care provider), and/or experiencing COVID-19 symptoms and seeking a medical diagnosis; or
- Two weeks (up to 80 hours) of paid sick leave at two-thirds the employee's regular rate of pay because the employee is unable to work because of a bona fide need to care for an individual subject to quarantine (pursuant to Federal, State, or local government order or advice of a health care provider), or care for a child (under 18 years of age) whose school or child care provider is closed or unavailable for reasons related to COVID-19, and/or the employee is experiencing a substantially similar condition as specified by the Secretary of Health and Human Services, in consultation with the Secretaries of the Treasury and Labor.

A covered employer must provide to employees that it has employed for at least 30 days:

- Up to an additional 10 weeks of paid expanded family and medical leave at two-thirds the employee's regular rate of pay where an employee is unable to work due to a bona fide need for leave to care for a child whose school or child care provider is closed or unavailable for reasons related to COVID-19.

Expanded Family Medical Leave

Up to 12 weeks total in the event that the employee is unable to work (including telecommuting) and is caring for his or her son or daughter whose school or place of care has been closed or whose child care provider is unavailable due to COVID-19 related reasons. This covers employees who have worked at least 30 days and is unable to work, even remotely, due to a bona

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vide need for leave to care for a child whose school or childcare provider is closed or unavailable for reasons relating to COVID-19.

The first two weeks are Paid Sick Leave for up to two weeks (80 hours) at 2/3% of salary. Weeks three through twelve will be paid at 2/3 % of salary up to a daily maximum of \$200 and a total maximum of \$12,000.

In the event that the employee has used any of the 12 weeks under regular FMLA in the past year, then the amount of FMLA already used is subtracted from the total weeks of Expanded Family Medical Leave.

Except as stated above, all Plan provisions remain the same.

This Amendment has been approved and adopted by the Plan. It supersedes and/ or changes any previous Amendment(s) in regards to the Plan provisions specified in the Plan Document that governs this Plan. After you review this Amendment, please place a copy of it with your Summary Plan Description for future reference. This signed Amendment shall be attached to and form a part of the Plan Document on the above stated Effective Date.