

BEHAVIOR FRONTIERS, LLC
SUMMARY OF MATERIAL MODIFICATIONS NUMBER 1

The Behavior Frontiers Premium Only Plan (Plan) is hereby amended effective January 1, 2021 as follows:

Item 1: I Eligibility: 2. What are the eligibility requirements for our Plan? (*this Section has been amended as follows*):

2. What are the eligibility requirements for our Plan?

You will be eligible to join the Plan as of your date of employment. Of course, if you were already a participant before this amendment, you will remain a participant.

Item 2: I Eligibility: 3. When is my entry date? (*this Section has been amended as follows*):

3. When is my entry date?

Your entry date will be the date you met the eligibility requirements.

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.