

**BEHAVIOR FRONTIER, LLC  
PLAN DOCUMENT AMENDMENT 2**

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The Behavior Frontiers, LLC Welfare Benefit Plan (Plan) is hereby amended effective January 1, 2021 as follows:

**Item 1: Article 1.05: Eligibility: (a) Eligibility for Medical Benefits** *(this Subsection has been amended as follows):*

- (a) Eligibility for Medical Benefits
  - (i) The following provisions apply only with respect to eligibility for medical benefits under the Plan. To the extent that this Section conflicts with any provision in the Plan or a subsidiary Contract, the terms of this Section shall control.
  - (ii) The Employer offers coverage to Eligible Employees, their Spouses, Domestic Partners, and/or Dependents.
  - (iii) The eligibility terms and conditions that apply to a Participant's biological children will also apply to Dependents who have been adopted or Placed for Adoption with a Participant.
  - (iv) An Employee (who is not a Seasonal Employee) who regularly works, or is expected to work, 30 hours or more per week on average shall be an Eligible Employee.
  - (v) A newly hired Eligible Employee shall be eligible on his initial date of employment with the Employer. Participation shall not begin prior to this date.
  - (vi) However, any Employee who works, or is expected to work on a regular basis, less than 30 hours per week on average, and is not designated as an Eligible Employee on the Employer's personnel records, shall not be eligible to participate in the Plan.
- (vii) Enrollment
  - i. Newly hired Eligible Employees may participate in the Plan on the date of employment with the Employer.
  - ii. Variable Hour Employees who become Eligible Employees may participate in the Plan following completion of the Initial Administrative Period.
  - iii. Ongoing Employees who become Eligible Employees may participate in the Plan following completion of the Standard Administrative Period.

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(viii) Healthcare Reform Provisions for Group Health Plan

- i. The Employer intends to follow IRS regulations and any subsequent guidance when administering the measurement, administrative, and stability periods.
- ii. Variable Hour Employees

Variable Hour Employees must first complete an Initial Measurement Period during which they are not eligible to enroll in medical benefits under the Plan. At the end of the Initial Measurement Period, if the employee is determined to be an Eligible Employee, that employee will be eligible for medical benefits under the Plan. The Employer will use the Initial Administrative Period to determine whether an employee is an Eligible Employee and to offer coverage to Eligible Employees during the enrollment period specified by the Plan Administrator. Coverage will be effective during the Initial Stability Period.

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

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This amendment is hereby approved and adopted by the undersigned. It supersedes and/or changes any previous amendment(s) in regards to the Plan provisions specified in this amendment. This signed amendment shall be attached to and form a part of the Plan Document on the above stated Effective Date.

Approved and Adopted By:

\_\_\_\_\_  
*Signature*

\_\_\_\_\_  
*Title*

\_\_\_\_\_  
*Printed Name*

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*Date Signed*