

**Plan Amendment & Summary of Material Modification  
to The Employee Benefits Plan Document & Summary Plan Description  
American Rescue Plan Act CHANGES**

**Effective Date:** April 1, 2021

**Sunset Date:** The terms below will no longer be in effect after September 30, 2021, unless continued by an act of law.

In accordance with the American Rescue Plan Act enacted on March 10, 2021 (ARPA), Assistance Eligible Individuals ("AEI") (as defined below and consistent with ARPA) may be eligible to receive up to six months of fully subsidized continuation coverage (as provided for under federal COBRA or similar state continuation coverage law) for continuation coverage periods between April 1, 2021 and September 30, 2021.

AEIs includes employees and former employees (and their dependents) who lose health coverage or who have lost coverage in the past 18 months due to a reduction in hours or an involuntarily termination of employment for reasons other than gross misconduct. AEIs are eligible for subsidized COBRA coverage so long as the maximum COBRA coverage period otherwise applicable to them does not expire before April 1, 2021.

ARPA does not extend or change the period of continuation coverage that an individual is entitled to under COBRA. ARPA only allows that for any part of the period of continuation coverage to which an individual is already entitled that occurs between April 1, 2021 and September 30, 2021 may be eligible to be fully subsidized.

ARPA requires that separate notices providing additional details on eligibility and procedures for electing subsidized COBRA coverage are provided to potentially eligible participants and dependents by the group health plan administrator. Subsidized COBRA coverage will not be provided unless it is elected by an AEI as set forth in such notices.

This Plan Amendment and Summary of Material Modification (SMM) is being delivered to you to be attached to your Plan Document/Summary Plan Description (SPD). You should keep this Plan Amendment and SMM with your Plan Document/SPD for future reference. The changes described below have been adopted and executed by the Company. You can request a copy of your Plan Document/SPD from your Benefits Coordinator. All of the terms, conditions, and limitations in the Plan Document/SPD remain in effect unless specifically changed by this SMM.

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Executed and adopted this 24th day of June, 2021.

Company: Talley Construction Company, Inc.

By: Lynn Chambers

Print Name: Lynn Chambers

Title: Director of Employee Development

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