

FISCHER MANAGEMENT, LLC. AMENDMENT

ARTICLE I
PREAMBLE

- 1.1 **Adoption and effective date of amendment.** The Employer adopts this Amendment to **Fischer Management, LLC.** Flexible Benefits Plan (the "Plan"). The sponsor intends this Amendment as good faith compliance with the requirements of these provisions. This Amendment shall be effective on or after the date the Employer elects in Section 2.1 below.
- 1.2 **Supersession of inconsistent provisions.** This Amendment shall supersede the provisions of the Plan to the extent those provisions are inconsistent with the provisions of this Amendment.
- 1.3 **Construction.** Except as otherwise provided in this Amendment, any reference to "Section" in this Amendment refers only to sections within this Amendment and is not a reference to the Plan. The Article and Section numbering in this Amendment is solely for purposes of this Amendment, and does not relate to any Plan article, section, or other numbering designations.

ARTICLE II
ELECTIONS

- 2.1 **Effective Date.** The provisions of this Amendment, unless otherwise indicated are effective as of January 1, 2024.
- 2.2 **Plan Amendment.**

The Employer amends the Plan as of the Effective Date to change the eligibility criteria to initial eligibility for new hires on the first of the month after date of hire.

This amendment has been executed this 1 day of January, 2024.

Name of Employer:

Fischer Management LLC

By: Amy Munch, Compensation & Benefits manager.
EMPLOYER

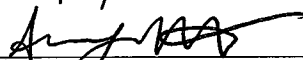
CERTIFICATE OF ADOPTING RESOLUTION

The undersigned authorized representative of **Fischer Management, LLC.** hereby certifies that the following resolutions were duly adopted on 01/01/2024 (date) and that such resolutions have not been modified or rescinded as of the date hereof;

RESOLVED, that the Amendment to the Plan (the Amendment) is hereby approved and adopted, and that an authorized representative of the Employer is hereby authorized and directed to execute and deliver to the Administrator of the Plan one or more counterparts of the amendment.

The undersigned further certifies that attached hereto is a copy of the Amendment approved and adopted in the foregoing resolution.

Date: 01/01/2024

Signed: 

Amy Mendenhall / Compensation & Benefit Manager
[print name/title]

**SUMMARY OF MATERIAL MODIFICATIONS
for the**

Fischer Management, LLC.
Flexible Benefits Plan

**I
INTRODUCTION**

This is a Summary of Material Modifications regarding **Fischer Management, LLC. Flexible Benefits Plan** (the “Plan”). This is merely a summary of the most important changes to the Plan and information contained in the Summary Plan Description (“SPD”) previously provided to you. It supplements and amends that SPD so you should retain a copy of this document with your copy of the SPD. If you have any questions, contact the Administrator. If there is any discrepancy between the terms of the Plan, as modified, and this Summary of Material Modifications, the provisions of the Plan will control.

**II
SUMMARY OF CHANGES**

Effective Date. The provisions of this Amendment, unless otherwise indicated are effective as of January 1, 2024.

Plan Amendment.

The Employer amends the Plan as of the Effective Date to change the eligibility criteria to initial eligibility for new hires on the first of the month after date of hire.