

**MAJCO LLC DBA BIG BRAND TIRE & SERVICE**  
**SUMMARY OF MATERIAL MODIFICATIONS AMENDMENT NUMBER 1**

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The Majco LLC dba Big Brand Tire & Service Welfare Benefits Plan is hereby amended effective May 1, 2023, as follows:

**Item 1: Appendix A** (*this section has been replaced as follows*): The Medical Plan has been amended to self-funded.

<b>WELFARE BENEFIT</b>	<b>FUNDING TYPE</b>
Medical	Self-funded
Medical	Fully-insured
Dental	Fully-insured
Vision	Fully-insured
Basic Life and AD&D	Fully-insured
Voluntary Worksite Plans	Fully-insured
Health Flexible Spending Account (FSA)	Self-funded
Health Reimbursement Arrangement (HRA)	Self-funded
Employee Assistance Program (EAP)	Fully-insured

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

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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 Amendment shall be attached to and form a part of the Summary Plan Description on the above stated Effective Date