

SUMMARY OF MATERIAL MODIFICATION (SMM)

To: All Participants in the Springpoint Senior Living Employee Health Benefit Plan

From: Springpoint Senior Living HR Department

Date of Notice: April 2026

Effective Date of Change: March 2026

1. Purpose of this Notice

This Summary of Material Modification (SMM) describes a change to the **Springpoint Senior Living, Inc. Plan** (the "Plan"). This notice is an amendment to your **Summary Plan Description (SPD)** and should be kept with your plan records for future reference.

2. Description of the Change: Premium Contribution Tiers

The Plan utilizes a "salary-banded" contribution structure to determine the amount employees pay toward their health insurance premiums. Due to the salary adjustments effective **March 2026**, your individual contribution tier **may have** changed.

While the overall plan benefits and total insurance rates remain unchanged for the 2026 calendar year, your specific payroll deduction may have increased because your new salary has moved into a higher contribution bracket.

4. Who is Affected?

This change affects all Plan participants whose mid-year salary increase resulted in a move from one salary band to another as defined in the table above.

5. Important Information

This SMM provides only a summary of the change. If there is any conflict between this SMM and the official Plan Document, the Plan Document will govern. You have the right to examine the full Plan Document and the SPD at the Plan Administrator's office during normal business hours.

6. Contact Information

If you have questions regarding your new contribution amount or how your salary band was calculated, please contact:

Plan Administrator: Springpoint Senior Living

Address: 4814 Outlook Drive, Suite 201, Wall Township, NJ 07753

Phone: 732-430-3655

Email: erizzo@springpoint.org