

SUMMARY OF MATERIAL MODIFICATION (SMM)

For the Following Plans

Imagine Early Learning Centers LLC Life Insurance Plan
Imagine Early Learning Centers LLC Accident Insurance Plan
Imagine Early Learning Centers Employee Benefits Plan

General. This is a Summary of Material Modifications regarding the above referenced Plans (“Plans”). This Summary of Material Modification (SMM) supplements and amends the Summary Plan Descriptions (“SPDs”) provided to you electronically at:

- Visit the HR website at www.imagineelcstaff.com, password: imagine12 and click on: **BENEFITS>SPD**

Together with the SPDs, the SMM is intended to provide you with a general description of your Plan benefits.

(A) Plan Description of Modifications to the Prudential Group Term Life and AD&D Insurances.

Imagine Early Learning Centers, LLC has amended your Plan effective May 1, 2023 regarding eligibility requirements. Employees must work at least thirty (30) hours per week to be eligible.

(B) Plan Description of Modifications to the Imagine Early Learning Centers Benefits Plan.

President Joe Biden signed into law a resolution officially ending the COVID-19 National Emergency on April 10, 2023. The Department of Labor has confirmed that the suspension of certain ERISA health and welfare plan benefit deadlines will end on July 10, 2023, which is 60 days after May 11, 2023 (the date announced by the DOL, Treasury, and the IRS). This is consistent with the March 29, 2023 “FAQs about Families First Coronavirus Response Act, Coronavirus Aid, Relief, and Economic Security Act, and Health Insurance Portability and Accountability Act Implementation, Part 58.”

The following changes will begin on July 10, 2023:

- The 30-day period for employees to exercise HIPAA special enrollment rights (i.e., birth, adoption, marriage, loss of other health coverage or eligibility for state premium)
- The 60-day notification deadline by which employees must provide notification of a divorce, legal separation, dependent loss of eligibility under the plan, or Social Security disability determination to extend COBRA coverage
- The 60-day deadline to elect COBRA
- Qualified participants will have 45 days from the COBRA election date for their first premium payment.
- The date by which monthly COBRA premiums are due (i.e., 1st of the month with a 30-day grace period)

Should you prefer a paper copy of this SMM, please contact Hamlet Marte, HR Generalist at hamlet@imagineelc.com.

If you have any questions regarding the application of this provision to you, contact Josephine Wong, HR Director.

Date of Notice: May 17, 2023