

**Summary of Material Modification
Prepared for Participants in the
Outten & Golden LLP Health and Welfare Plan**

Effective June 1, 2020

This document provides notice of a change to the benefits eligibility definition and is a Summary of Material Modifications (“Summary”) to the extent this change applies to ERISA benefits under the Outten & Golden LLP Health and Welfare Plan (“the Plan”).

You should take the time to read this Summary carefully and keep it with the Summary Plan Description document that was previously provided to you. If you need another copy of the Summary Plan Description or if you have any questions regarding these changes to the Plan, please contact the Senior HR Manager during normal business hours at 685 Third Avenue, 25th Floor, New York, NY 10017, telephone number (212) 245-1000 or visit our benefits website at outtengolden.mybenefits.life.

Modification of Eligibility Definition

Full time employees and partners must be regularly scheduled to work 28 hours per week to be eligible for benefits. This threshold has been reduced from 30 hours per week.

ERISA Information

Plan Sponsor: Outten & Golden LLP

Sponsor’s EIN: 134014306

Plan Name: Outten & Golden LLP Health and Welfare Plan

Plan Year: 2020

Plan Number: 501