

AMENDATORY RIDER

This Rider forms a part of all plan documents given in connection with Policy Number 398436, issued to TRINITY HEALTH.

This Rider becomes effective January 1, 2022.

All plan documents are hereby amended in the following manner:

With respect to All Full-time and Part-time Active Employees at St. Francis Healthcare Wilmington who are defined as Program A employees excluding employees defined as program B1, B2, C1, C2 and D who are Managers, Directors, Vice Presidents, Senior Officers, Advanced Practice Clinicians, Physicians and Resident Physicians, the **Eligible Class(es) for Coverage** provision shown in the **Schedule of Benefits** section of the **Short Term Disability** portion of Your plan document is amended to read as follows:

Eligible Class(es) For Coverage:

All Full-time and Part-time Active Employees of St. Francis Healthcare Wilmington who are defined as Program A or D employees, excluding employees defined as program B1, B2, C1, and C2, who are Managers, Directors, Vice Presidents, Senior Officers, Advanced Practice Clinicians and Physicians, (a) temporary employees, (b) leased employees, (c) seasonal employees, (d) any individual who has been classified by the Employer as an independent contractor, notwithstanding a contrary determination by any court or governmental agency, (e) nonresident aliens with no income from sources within the United States, (f) "self-employed individuals" under Code Section 401(c), and (g) union employees who are members of a collective bargaining unit that has bargained in good faith over benefits substantially similar to those available under the Plan and whose participation is not provided for under such agreement.

Employment: at least 16 budgeted hours per week

In all other respects, the plan documents remain the same.