

**SUMMARY OF MATERIAL MODIFICATIONS
TO THE
BENEFITSPLUS 401(k) PROFIT SHARING PLAN**

Your Employer has amended the **BenefitsPlus 401(k) Profit Sharing Plan** (the “Plan”) effective as of January 1, 2023. This is a brief summary of the amendment. The Plan document will govern all situations concerning the provisions of the Plan. This summary is not a part of the Plan document.

Your Summary Plan Description (“SPD”) is modified to reflect the addition of UGAM Solutions, Inc. as an Adopting Employer of the Plan.

1. The section titled **Additional Adopting Employers** on page 1 of the SPD is modified as follows:

Additional Adopting Employers

The Employers listed below have also adopted this Plan as Adopting Employers for the benefit of any of their respective employees who are eligible to participate. Any reference to the Employer in this summary will generally also be a reference to any Adopting Employer.

Aegis Media Innov8

AMNET Group Inc.

Amplifi Inc.

Carat USA Inc.

Cardinal Path LLC

Character SF LLC

Dentsu Entertainment USA, Inc.

Dentsu Holdings USA LLC

Dentsu Sports

Dentsu X, LLC

Filter, LLC

ICUC iProspect Moderation Services, Inc.

Isobar US, LLC

iProspect.com, Inc.

ISI-Dentsu of America

Merkle Inc.

Merkle Response Services, Inc.

MuteSix Group, Inc.

Posterscope USA, Inc.

Roundarch Isobar, Inc.

UGAM Solutions, Inc.

V2 LLC

This summary page should be filed with the Summary Plan Description booklet that has previously been distributed.