

AMENDMENT TWENTY
to the
SACRAMENTO INDEPENDENT HOTEL, RESTAURANT AND TAVERN EMPLOYEES
WELFARE PLAN

Recitals

WHEREAS, the Board of Trustees of the Sacramento Independent Hotel, Restaurant and Tavern Employees Welfare Plan ("Plan") hereby amends the Plan pursuant to the CARES Act and interim final regulations jointly released by the U.S. Department of Labor, Health and Human Services, and the Treasury Guidelines dated November 6, 2020, to provide COVID-19 vaccinations, at no cost-sharing to its eligible participants and dependents whether received in-network or out-of-network that have received authorization by the FDA and recommendation by the United States Preventive Services Task Force ("USPSTF") or the Advisory Committee on Immunization Practices of the Centers for Disease Control and Prevention ("CDC") during the declared public health emergency period;

WHEREAS, the Board of Trustees of the Plan believes it is in the best interest of its Plan Participants and Dependents during this COVID-19 public health pandemic to adopt this amendment;

WHEREAS, the implementation of this amendment will take effect upon the earlier of January 1, 2021 or 15 business days after the date on which the USPSTF or CDC makes an applicable recommendation relating to qualifying COVID-19 immunizations;

WHEREAS, the Board of Trustees also amends the Plan to extend medically necessary COVID-19 treatment beyond December 31, 2020 to align with the 2021 declared public health emergency period;

WHEREAS, the Board of Trustees has the discretion to extend this benefit at any time beyond the public health emergency period; and

THEREFORE, the Board of Trustees amends the Plan as follows:

Temporary Amendment

The Board of Trustees of the Plan has added New Section C.12 and C.13 under Article IX, CLARIFICATION OF INDMENITY PLAN BENEFITS on page 36 of the Summary Plan Description (also known as the Plan Document), as follows:

(12) **COVID-19 Vaccination & Immunization Coverage.** Effective the earlier of January 1, 2021 or 15 business days after the date on which the United States Preventive Services Task Force ("USPSTF") or the Advisory Committee on Immunization Practices of the Centers for Disease Control and Prevention ("CDC") makes an applicable recommendation relating to qualifying COVID-19 immunizations the Plan, through its medical providers and pharmacy benefit manager, throughout the duration of the COVID-19 public health emergency, will cover approved COVID-19 vaccinations and immunizations. Once it becomes available to the public and subject to future government guidance, COVID-19 vaccinations will be available to all eligible participants and dependents at no cost whether received in-network and out-of-network and without prior authorization at a doctor's office, medical facilities,

governmental health facilities, including participating pharmacies through the Magellan RX pharmacy benefit manager.

Subject to further government guidance, the cost of the vaccine itself will be covered by the federal government but the cost of the administration of the shots will be covered by the Plan.

For network providers, reimbursement will be based on the Plan's contracted rate with such providers.

For non-network providers (subject to future government guidance), reimbursement will be based on a reasonable rate such as: (a) an existing negotiated rate if there is one or (b) in the absence of a pre-existing negotiated rate, the cash price listed by the provider on the public internet website of such provider or the Medicare reimbursement rate.

Providers are prohibited from seeking reimbursement from participants and dependents for the vaccine itself including the vaccine administration costs whether as a cost-sharing or balance billing.

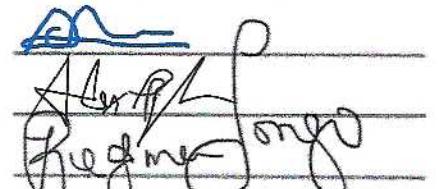
(13) **COVID-19 Treatment.** Effective March 25, 2020 throughout the period of the 2021 declared public health emergency period, if a Plan Participant or Dependent is diagnosed with COVID-19, medically necessary charges for treatment of the COVID-19 will be covered in full (including hospital admissions or health complications associated with COVID-19, if applicable) if performed at an Aetna PPO network Provider facility as provided in this Plan (without a co-pay or deductible or coinsurance). However, COVID-19 treatment received at a non-Aetna PPO network Provider will be covered in the same manner and cost-sharing as other medical necessary treatments performed at a non-network Provider pursuant to the Plan terms.

Approved:

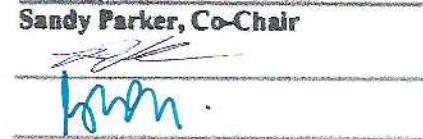
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