

ID TECH AMENDMENT

ARTICLE I PREAMBLE

- 1.1 **Adoption and effective date of amendment.** The Employer adopts this Amendment to ID TECH Flexible Benefits Plan (the "Plan"). The sponsor intends this Amendment as good faith compliance with the requirements of these provisions. This Amendment shall be effective on or after the date the Employer elects in Section 2.1 below.
- 1.2 **Supersession of inconsistent provisions.** This Amendment shall supersede the provisions of the Plan to the extent those provisions are inconsistent with the provisions of this Amendment.
- 1.3 **Construction.** Except as otherwise provided in this Amendment, any reference to "Section" in this Amendment refers only to sections within this Amendment, and is not a reference to the Plan. The Article and Section numbering in this Amendment is solely for purposes of this Amendment, and does not relate to any Plan article, section or other numbering designations.

ARTICLE II ELECTIONS

- 2.1 **Effective Date.** The provisions of this Amendment, unless otherwise indicated are effective as of January 1, 2022.
- 2.2 **Plan Amendment.**

Health Care Flexible Spending Arrangement- Indexed Carryover.

The Employer hereby amends their plan Carryover to the inflation adjusted maximum amount for Health Care Flexible Spending Arrangement and Limited Health Care Flexible Spending Arrangement effective January 1, 2022.

For future plan years the Health Care Flexible Spending Arrangement and Limited Health Care Flexible Spending Arrangement Carryover maximum will automatically increase to the indexed amount.

This amendment has been executed this 14 day of June, 2022.

Name of Employer: internalDrive, inc.

By: Kate Stemplinger
Kate Stemplinger (Jun 14, 2022 11:39 PDT)
EMPLOYER

CERTIFICATE OF ADOPTING RESOLUTION

The undersigned authorized representative of ID TECH hereby certifies that the following resolutions were duly adopted on January 1, 2022 (date) and that such resolutions have not been modified or rescinded as of the date hereof;

RESOLVED, that the Amendment to the Plan (the Amendment) is hereby approved and adopted, and that an authorized representative of the Employer is hereby authorized and directed to execute and deliver to the Administrator of the Plan one or more counterparts of the amendment.

The undersigned further certifies that attached hereto is a copy of the Amendment approved and adopted in the foregoing resolution.

Date: Jun 14, 2022

Signed: *Kate Stemplinger*
Kate Stemplinger (Jun 14, 2022 11:39 PDT)

Kate Stemplinger, VP, People Services
[print name/title]

**SUMMARY OF MATERIAL MODIFICATIONS
for the**

ID Tech
Flexible Benefits Plan

**I
INTRODUCTION**

This is a Summary of Material Modifications regarding the ID Tech Flexible Benefits Plan (the “Plan”). This is merely a summary of the most important changes to the Plan and information contained in the Summary Plan Description (“SPD”) previously provided to you. It supplements and amends that SPD so you should retain a copy of this document with your copy of the SPD. If you have any questions, contact the Administrator. If there is any discrepancy between the terms of the Plan, as modified, and this Summary of Material Modifications, the provisions of the Plan will control.

**II
SUMMARY OF CHANGES**

Health Care Flexible Spending Arrangement- Indexed Carryover.

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For future plan years the Health Care Flexible Spending Arrangement and Limited Health Care Flexible Spending Arrangement Carryover maximum will automatically increase to the indexed amount.