

**THE ALEXANDER DAWSON SCHOOL 401(k) PLAN
SUMMARY PLAN DESCRIPTION
MATERIAL MODIFICATIONS
(MODIFYING DEFINITION OF EXCLUDED EMPLOYEE)**

**I
INTRODUCTION**

This is a Summary of Material Modifications regarding The Alexander Dawson School 401(k) Plan (“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 Plan 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. *The changes described in this Summary are effective January 1, 2025.*

(7) *Eligibility to Participate.*

Excluded Employee. The following employees are not eligible to participate in the Plan:

- (a) an employee who is a “reclassified” employee (someone who the Employer originally misclassified as a non-employee); or
- (b) a “leased employee” (as defined in the Plan).

If by reason of an exclusion, you should become ineligible to participate in the Plan, you may not make elective deferrals or receive an allocation of any Employer contribution during the period of your exclusion, but during this period your account balance will continue to share in trust fund earnings or losses.