

McLane Company, Inc.
McLane Company Welfare Plan
Summary of Material Modifications

This Summary of Material Modifications (“SMM”) summarizes recent changes made to the McLane Company Welfare Plan (the “Plan”). This SMM also supplements or modifies the information presented to you in the Summary Plan Description (“SPD”) with respect to the Plan. **Please keep this document with your copy of the SPD for future reference.**

SUMMARY OF CHANGES

New MDLive Offering

Effective as of January 1, 2023, virtual care visits through MDLive are offered as a new benefit under all Blue Cross and Blue Shield of Texas medical plan offerings.

Out-of-Network Dialysis

Effective as of January 1, 2023, out-of-network dialysis coverage is no longer covered under any Blue Cross and Blue Shield of Texas medical plan offerings.

Removal of Spousal Surcharge

Effective as of January 1, 2023, the Plan will no longer apply a spousal surcharge to premium contribution requirements under the Plan. Spouses who are eligible for other coverage through their employer may be covered under the Plan as dependents without being subject to a premium surcharge.

Hearing Aids

Effective as of January 1, 2024, hearing aids will be covered based on eligibility under the Blue Cross and Blue Shield of Texas medical plan offerings. If eligible, coverage for hearing aids includes one hearing aid per ear, every 36 months, subject to any applicable copays and deductibles under the Plan.

New Hire Enrollment Deadline

Effective as of January 1, 2024, all new hires must complete an election form within 30 days of hire in order to enroll in coverage under the Plan. This change to the deadline for submitting an election form does not impact any applicable waiting periods under the Plan.

CONTACT INFORMATION

If you have any questions about this SMM or the Plan, please contact the Plan Administrator at:

McLane Company, Inc.
Attn: BENEFITS MANAGER
4747 McLane Parkway
Temple, Texas 76504
254-771-7500

This SMM constitutes a part of the SPD for the Plan. Keep this SMM with your important Plan documents. This SMM is based on legal documents (such as plan documents and insurance contracts) currently in effect. As such, your rights are governed by the terms of these legal documents. Please refer to the relevant legal documents for complete information on your rights and obligations under the Plan. You may obtain a copy of any of the official legal documents from the Plan Administrator. While every effort has been made to give you correct and complete information about your benefits, in the event of any conflict or inconsistency between the SMM and the relevant legal documents, the terms of the legal documents will control.

McLane Company, Inc. intends to continue the Plan benefits as described in this SMM and the SPD, but reserves the right, at its discretion, to change or even terminate all or any part of the Plan benefits offered at any time and in any manner to the extent permitted by law. As a result, this SMM is not a contract, nor is it a guarantee of your benefits.