

Gettysburg College Flexible Benefits Plan

Summary of Material Modifications

This summary of material modifications supplements the summary plan description (SPD) of the Gettysburg College Flexible Benefits Plan (the Plan). The SPD was distributed to you in January 2019. Please attach this document to your SPD for future reference.

Additional Election Changes in Calendar Year 2021. Effective January 1, 2021, the Plan's election change provisions are temporarily expanded procedures. Only during 2021, you may make the following additional election changes:

- You may, on a prospective basis, revoke an election, make a new election, or decrease or increase an existing election regarding the Dependent Care Spending Account.

Extended Claims Period for Unused 2020 Dependent Care Spending Account Amounts. If you have unused amounts remaining in your Dependent Care Spending Account from the 2020 Plan Year as of March 15, 2021 (the last day of the Grace Period for the 2020 Plan Year), you may submit claims for Dependent Care Expenses incurred through December 31, 2021, for payment or reimbursement from those unused amounts.

If you have questions, please contact Human Resources at (717) 337-6200 or at Gettysburg College, 300 North Washington Street, Gettysburg, PA 17325.