

VyStar Credit Union

Summary of Material Modifications (SMM)
Plan #501 – Health and Welfare Benefit Plan
Effective Date: January 1, 2026

Dear Current and Future Plan Participants,

We are writing to inform you of important updates to the VyStar Credit Union Master Health and Welfare Benefit Plan (#501), effective January 1, 2026. These changes may affect your eligibility and coverage under the Plan.

What's Changing?

1. Benefit Waiting Period for New Hires

- Current Policy: Benefits begin on the first of the month following your hire date.
- New Policy: Benefits will begin on the first of the month following 30 calendar days of employment.
- Example: If hired on January 10, 2026, benefits will begin on March 1, 2026.
- Who's Affected: This change applies to new hires starting on or after January 1, 2026.

2. Benefit Termination Date Upon Employment Termination

- Current Policy: Benefits end on the last day of the month following your termination date.
- New Policy: Benefits will end on the same date as your termination event.
- Who's Affected: This change applies to all employees, including current participants.

What This Means for You

- If you are a current employee, your benefit eligibility remains unchanged.
- All employees should note the new termination rule, which ends coverage on the termination date rather than the end of the month.

Questions?

If you have any questions about these changes or how they may affect you, please contact:

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This notice is provided in accordance with the Employee Retirement Income Security Act (ERISA). Please retain this Summary of Material Modifications with your Summary Plan Description for future reference.