

Summary of Material Modifications (SMM)

Paycor, Inc. Group Health Benefit Plan

Group Number: 729645

Effective Date of this SMM: January 1, 2024

A Summary Plan Description (SPD) was published effective January 1, 2024. This SMM to the Plan SPD is issued by the Plan Sponsor as described below.

Because this SMM is part of a legal document, the Plan Sponsor wants to give you information about the document that will help you understand it. Certain capitalized words have special meanings.

What are the Modifications to the Plan?

These modifications and clarifications are intended as a summary to supplement the SPD. It is important that you keep this SMM with your *SPD* since this material plus the *SPD* is your complete SPD. In the event of any discrepancy between this SMM and the *SPD*, the provisions of this SMM shall govern.

The Plan has been modified as follows:

Presumptive and/or Definitive Drug Test Limits have been removed in their entirety.