

AMENDMENT REGARDING ALLOCATION CONDITION SUSPENSION

**ARTICLE I
PREAMBLE**


- 1.1 **Adoption and effective date of Amendment.** FIS Business Systems LLC (“FIS”), on behalf of the Employer, hereby adopts this Amendment to the Employer’s Plan. This Amendment is effective for Plan Years beginning after December 31, 2021.
- 1.2 **Superseding of inconsistent provisions.** This Amendment supersedes the provisions of the Plan to the extent those provisions are inconsistent with the provisions of this Amendment. Except as otherwise provided in this Amendment, terms defined in the Plan will have the same meaning in this Amendment.
- 1.3 **Plan documents affected.** This Amendment applies to the basic plan document commonly known as the PPD Cycle 3 Defined Contribution Pre-Approved Plan. This plan received an opinion letter from the Internal Revenue Service dated June 30, 2020, with Serial Number Q702483a. It applies to all plans, all Providers (including word-for-word adopters and minor modifiers), and all Employers based on this document.
- 1.4 **Adoption by FIS.** FIS hereby adopts this Amendment in its capacity as Mass Submitter pursuant to Section 11.03(A) of the Plan and Rev. Proc. 2017-41.

**ARTICLE II
REVISED TIEBREAKER PROVISION**

- 2.1 **Amendment.** Section 3.06(F)(3) of the Plan is amended to read as follows:

(3) **Appendix B; Tiebreaker.** The Employer in Appendix B may elect a different order of the suspension tiers, may elect to use Hours of Service (in lieu of Compensation) as a tiebreaker within any tier or may elect additional or other suspension tiers which are objective and not subject to Employer discretion. For Plan Years beginning after December 31, 2021 (or, if later, Plan Years beginning after the Plan Year the Employer executes the Restated Plan), the Plan will apply the greatest Hours of Service as the tiebreaker within a suspension tier in lieu of applying the lowest Compensation, without regard to the corresponding election in Appendix B.

FIS Business Systems LLC



(signature)

Name of individual signing on behalf of FIS: William F. Byerly

Date signed: 7/16, 2021