

AMENDMENT REGARDING HARDSHIP DISTRIBUTIONS IN OTHER PLANS

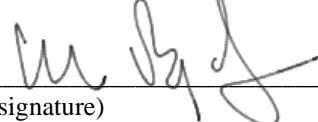
**ARTICLE I
PREAMBLE**

- 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 January 1, 2020 (or, if later, the effective date of the Plan), or such earlier date as it was implemented operationally. FIS hereby adopts this Amendment in its capacity as Mass Submitter or Volume Submitter Practitioner pursuant to the Plan and Rev. Proc. 2017-41 and its predecessors, such as Rev. Proc. 2011-49 and Rev. Proc. 2015-36.
- 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 **Effect of restatement of Plan.** If the Employer restates the Plan using a pre-approved plan based on The Cumulative List of Changes in Plan Qualification Requirements for Pre-approved Defined Contribution Plans for 2017 (Notice 2017-37) or any earlier Cumulative List, then this Amendment shall remain in effect after such restatement unless the provisions in this Amendment are restated or otherwise become obsolete (e.g., if the Plan is restated onto a plan document which incorporates these provisions).
- 1.4 **Plan Documents Affected.** This Amendment applies to any and all pre-approved, M&P, and volume submitter plan documents for which FIS is the Mass Submitter or the Volume Submitter Practitioner. It applies to all plans, including plans of all Providers, Sponsors, and Practitioners (including word-for-word adopters and minor modifiers) and all Employers, based on these documents.

**ARTICLE II
PARTICIPANT CONTRIBUTIONS NOT IMPACTED BY HARDSHIP DISTRIBUTIONS**

- 2.1 **Amendment.** Notwithstanding any contrary provision in the Plan, no Participant shall be prohibited from making a Participant Contribution to the Plan that the Participant is otherwise eligible to make under existing Plan terms, merely because the Participant has received a hardship distribution under (or based on the standards described in) Treas. Reg. §1.401(k)-1(d)(3) from another plan maintained by the Employer or a related employer described in Code §414(b), (c), (m), or (o). The term "Participant Contribution" includes any employee contribution or elective deferral described in Treas. Reg. §1.401(k)-1(d)(3)(iii)(C).

FIS Business Systems LLC



(signature)

Date signed: December 3, 2021

Name of individual signing on behalf of FIS:

William F. Byerly