

**ENSIGN SERVICES, INC., COMPREHENSIVE HEALTH AND WELFARE
BENEFIT PLAN**

AMENDMENT # 1

This Amendment by Ensign Services, Inc. (hereinafter referred to as the “Company”) is made with reference to the following facts:

Effective January 1, 2022, the Company adopted the amended and restated Ensign services, Inc. Comprehensive Health and Welfare Benefit Plan (hereinafter referred to as the “Plan”) which reserves to the Company the right to amend the Plan (Section 9 thereof). The Company has executed this Amendment for purposes of amending the Plan in the manner hereinafter provided.

NOW, THEREFORE, the Ensign Services, Inc. Health and Welfare Benefit Plan is hereby amended as follows:

I.

Effective January 1, 2024, the Plan is amended by adding the following language to the end of Section 4 under Eligibility and Service Credits:

“Additionally, where a specific business facility is closed for a period of time and later re-opened, employees who are rehired within 30 days of the re-opening will retain their original employee seniority date for benefits under the Company plans.”

IN WITNESS WHEREOF, the Company has caused this Amendment to be executed effective as set forth herein.

Dated: March 12, 2024

ENSIGN SERVICES, INC.

By: 

Title: Benefits Manager