

Williams Company Management Group Health Benefit Plan
Effective January 1, 2019
Amendment #1

The following section of the Plan Document and Summary Plan Description has been amended to read as follows:

Section XII. Enrollment and Coverage Effective Date, Item K. has been added to state:

- K.** If an Employee was covered under this Plan and Coverage terminated because his/her employment terminated and the Employee then returns to eligible employment within twelve (12) months of employment termination, Coverage may be reinstated effective the first day of the month following thirty (30) days from the new full-time employment date as long as such Employee enrolls for Coverage within thirty (30) days of his/her eligibility date.

If the rehired Employee fails to enroll within thirty (30) days or returns to full-time employment after the twelve (12) month rehire period, the Employee shall be subject to a new Employment Waiting Period.