

Williams Company Management Group Health Benefit Plan
Effective March 1, 2020
Amendment #3

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

Section XIX. Covered Expenses, Item 39. has been added to read:

39. Medical services incurred and items purchased in association with testing for COVID-19. This includes associated visits to a health care provider, urgent care center or emergency room without any cost-sharing to the patient.