

**DAHMES STAINLESS, INC.
EMPLOYEE GROUP MEDICAL PLAN
AMENDMENT #8 TO THE
JANUARY 1, 2022 PLAN DOCUMENT AND SUMMARY PLAN DESCRIPTION
EFFECTIVE: AUGUST 1, 2022**

This Plan is amended to correct precertification requirements for the Sleep Studies SleepCharge Program. All references to the provisions below that appear in any part of the Plan Document or in any prior amendments are also hereby amended to be consistent with the changes described below.

The Plan Document and Summary Plan Description are hereby amended as follows:

SECTION IV, SCHEDULE OF MEDICAL BENEFITS, OTHER SERVICES & SUPPLIES; Sleep Studies is hereby **deleted** and **replaced** in its entirety with the following:

PPO \$3000

ER SERVICES & SUPPLIES	IN-NETWORK PROVIDERS	OUT-OF-NETWORK PROVIDERS
<p>Sleep Studies</p> <p>(NOTE: The SleepCharge Program assists with care and treatment of sleep disorders. For Information about this program, please refer to their website at sleepcharge.com/dahmes)</p>	<p><u>SleepCharge Program:</u> Applicable Co-payment per visit/treatment will apply: 100% (Deductible waived) <i>(Precertification required and is conducted by Case Management Services through MedWatch)</i></p> <p><u>Services not provided by SleepCharge Program:</u> 80% (after Deductible) <i>(Precertification for Medical Necessity required for inpatient sleep studies)</i></p>	<p>50% Allowed Amount (after Deductible)</p>

HSA \$5000

OTHER SERVICES & SUPPLIES	IN-NETWORK PROVIDERS	OUT-OF-NETWORK PROVIDERS
<p>Sleep Studies</p> <p>(NOTE: SleepCharge Program assists with care and treatment of sleep disorders. For Information about this program, please refer to their website at sleepcharge.com/dahmes)</p>	<p><u>SleepCharge Program:</u> 100% (after Deductible) <i>(Precertification required and is conducted by Case Management Services through MedWatch)</i></p> <p><u>Services not provided by SleepCharge Program:</u> 100% (after Deductible) <i>(Precertification for Medical Necessity required for inpatient sleep studies)</i></p>	<p>50% Allowed Amount (after Deductible)</p>

Accepted by:
Dahmes Stainless, Inc.

Adam Ailie

Authorized Signature

Adam Ailie

Print Name

Vice President - Finance

Title

6/5/2026

Date