



# **Employee Benefit Plan Summary of Material Modifications**

## **Benefits Summary: What's New for 2025**

**This document summarizes important changes to The Langdale Company Employee Benefit Plan. If you have any questions regarding the changes summarized in this Summary of Material Modifications (“SMM”), you should contact the Plan Administrator at the contact information provided below. You should keep a copy of this SMM with your Summary Plan Description for future reference.**

The Langdale Company (“Langdale”) sponsors The Langdale Company Employee Benefit Plan (the “Plan”). The Plan provides eligible Langdale employees with various health care benefit coverage options, as provided by the Plan’s Summary Plan Description and Plan Documents.

**If there is a conflict between this Benefit Summary and the Plan’s Summary Plan Description (SPD), the SPD will control.**

## **Summary of Changes:**

The following is a description of changes made to the **Health Plan**:

### **1. Section 5. Schedule of Benefits. The following Preventive/Wellness benefits were added:**

The U. S. Preventive Services Task Force recommends implementing the following new preventive services effective January 1, 2025:

1. Screening for Latent Tuberculosis Infection in adults
2. Screening for Depression in the adult population
3. Screening for Anxiety disorders in adults
4. Folic acid supplementation to prevent neural tube defects
5. Prevention of acquisition of HIV
6. Screening for Hypertensive disorders in pregnant persons

### **2. Section 6. Additional Coverage Details. Item (12) Treatment of Substance Abuse.**

The following sentence was deleted:

“Benefits will cease for treatment of Substance Abuse if the program is terminated by the Covered Person receiving treatment before the program is complete.”

### **3. Section 6. Additional Coverage Details. Item (5) Gastric Sleeve Surgery.**

The following exclusion was added:

“Revisions of gastric sleeve surgery are not a covered benefit.”