

Premium Only Plan Description and Adoption Agreement

The undersigned Employer hereby adopts the Section 125 Premium Only Plan for those Employees who qualify as Participants hereunder. The Employer hereby selects the following Plan specifications:

EMPLOYER INFORMATION

Name of Employer: Abbington Management Corp.
Address of Employer: 5920 Venture Drive
Dublin, OH 43017

PLAN INFORMATION

Effective Date of Most Recent Amendment: January 1, 2021
Plan Year Start Date: January 1st
Plan Year End Date: December 31st
Open Enrollment Period: November/December

ELIGIBILITY REQUIREMENTS

Length of Service required for participation: Ninety (90) days
Minimum Hours worked Per week required for participation: Thirty (30) hours
In addition, Employees described within Attachment B are eligible for medical coverage.
Age requirement for participation: None
Effective date of coverage: Coverage will begin on the first day that all eligibility requirements are met.

CASH OPTION

The following amount, if any, is allowed as a cash option under the Plan: None

PARTICIPATION

Are Employees required to participate in this Plan if they elect to participate in any of the Component Plans?

- Yes, Employee must participate in this Plan to make premium contributions. Participation will be automatic upon enrollment in any of the component plans.
- No, Employees will be permitted to make their premium contributions with after tax payroll deducted payments.

COMPONENT PLANS

Each of the following Component Plans are part of this Plan:

- Medical
- Dental
- Vision
- Long Term Disability
- Short Term Disability
- Life
- Other

This Plan shall be construed, enforced, administered and the validity determined in accordance with the applicable provisions of the Employee Retirement Income Security Act of 1974 (as amended), the Internal Revenue Code of 1986 (as amended), and the laws of the state of Ohio. Should any provision be determined to be void, invalid, or unenforceable by any court of competent jurisdiction, the Plan will continue to operate, and for purposes of the jurisdiction of the court only, will be deemed not to include any provision determined to be void.

This Plan is hereby amended and restated this first day of January, 2021.

Abbington Management Corp. (the "Employer")

By: _____

Title: _____

The following Related Employers have also adopted this Plan:

Abbington Arlington Partners Limited Partnership
1320 Old Henderson Road
Columbus, OH 43221

Abbington Pickerington Partners Limited Partnership
9480 Blacklick-Eastern Road
Pickerington, OH 43147

Abbington Powell Partners Limited Partnership
3971 Bradford Court
Powell, OH 43065

Liberty Village Senior Communities, Inc.
1839 Western Avenue
Chillicothe, OH 45601

Abbington Coshocton Corp.
255 Brown Lane
Coshocton, OH 43812

THIS DOCUMENT IS NOT COMPLETE WITHOUT THE ATTACHED PREMIUM ONLY PLAN DOCUMENT.