

**AMENDMENT
TO THE
SCANTRON CORPORATION HEALTH & WELFARE BENEFITS PLAN
SCANTRON CORPORATION FLEXIBLE BENEFITS PLAN
CYBER-NET SERVICES, INC. PREMIUM ONLY PLAN
(collectively the “Plans” and each a “Plan”)**

This Amendment is adopted by Scantron Corporation (“Scantron”) and Cyber-Net Services, Inc. (“Cyber-Net”), pursuant to their reserved authority under the respective Plan documents. This Amendment supersedes any conflicting provision in the Plan.

NOW, THEREFORE, each Plan is amended to reflect the following:

Effective July 11, 2024, Cyber-Net will become a wholly owned subsidiary of Scantron. The employees of Cyber-Net will be moved to the W-2 payroll of Scantron (hereinafter referred to as the “Legacy Cyber-Net Employees”) on a subsequent date as determined by the Employer in its discretion. Notwithstanding any provision in the Plan documents to the contrary, the Legacy Cyber-Net Employees will continue to participate in the Cyber-Net Plan (including its underlying benefit programs) through December 31, 2024, and will not be eligible to participate in Scantron’s Plans (including its underlying benefit programs) until January 1, 2025. The Cyber-Net Plan (and its underlying benefit programs) will terminate effective December 31, 2024, provided that any claims incurred on or prior to such termination date shall be eligible for reimbursement in accordance with the applicable procedures for the Cyber-Net Plan.

In all other respects, the plan shall remain in effect.

IN WITNESS WHEREOF, the Employers hereby adopt this Amendment effective as of the date(s) set forth herein.

SCANTRON CORPORATION

By Teri Hess

Title Benefits & People Manager

Date 08.16.2024

CYBER-NET SYSTEMS, INC.

By Teri Hess

Title Benefits & People Manager

Date 08.16.2024