

**FIRST AMENDMENT TO THE
RABBI TRUST AGREEMENT
STOUGHTON HOSPITAL ASSOCIATION 457 PLAN**

This First Amendment (the "**First Amendment**") to the Stoughton Hospital Association 457 Plan Trust Agreement (the "**Trust Agreement**") is made and entered into on the 20 day of ~~February~~ 2025 by and between Stoughton Hospital Association (the "**Company**") and Newport Trust Company, LLC (the "**Trustee**").

WHEREAS, the Company and the Trustee entered into the Trust Agreement, effective as of the 18th day of February, 2020; and

WHEREAS, pursuant to Section 17.1 of the Trust Agreement, the Trust Agreement may be amended by a written instrument executed by the Company and the Trustee; and

WHEREAS, the Parties desire to amend the Trust Agreement to modify the payments to participants from the Trust.

NOW, THEREFORE, BE IT RESOLVED, that the Trust Agreement is hereby amended effective as of 2/20/25, as follows:

Section 7.2 is revised to read as follows:

The Trustee shall make provision for the reporting and withholding of any federal taxes that may be required to be withheld with respect to the payment of benefits pursuant to the terms of the Plan and shall pay amounts withheld to the appropriate taxing authorities or determine that such amounts have been reported, withheld and paid by the Company. The Trustee shall make provision for the reporting and withholding of any state taxes that may be required with respect to the payment of benefits only as directed by the Company.

Capitalized terms. Capitalized terms used but not defined herein shall have the meaning ascribed to them in the Trust Agreement.

Trust Agreement to Remain in Effect. Unless specifically amended herein, all other terms and conditions of the Trust Agreement remain in full force and effect as of the date hereof.

[Signature Page Follows]

IN WITNESS WHEREOF, the Company and Trustee have caused this First Amendment to the Trust Agreement to be executed by their respective duly authorized officers on the date or dates shown below.

STOUGHTON HOSPITAL ASSOCIATION

Michelle Abey
Signature
Michelle Abey
Printed Name
CFO
Title
2/20/25
Date

NEWPORT TRUST COMPANY, LLC

DocuSigned by:
Megan Dewey
Signature 7B1FEDD516F84F8...
Megan Dewey
Printed Name
Trust Administration Manager
Title
Feb 21, 2025 | 5:38 PM CST
Date