

**Rio Vista Development Company LP
Dba The Garland Hotel
SUMMARY OF MATERIAL MODIFICATIONS**

The Rio Vista Development Company LP dba The Garland Hotel Health & Welfare Plan is hereby amended for the timeframe April 1, 2020 and December 31, 2020 of as follows:

Item 1: FMLA *(This section of the SPD has added the following language):*

Due to the Coronavirus Pandemic of 2020, you may be entitled to two weeks of paid sick leave or 12 weeks of Expanded Family Medical Leave. This coverage is only available for the period between April 1, 2020 and December 31, 2020.

Eligible Employees

In general, employees of private sector employers with fewer than 500 employees, and certain public sector employers, are eligible for up to two weeks of fully or partially paid sick leave for COVID-19 related reasons (see below). Employees who have been employed for at least 30 days prior to their leave request may be eligible for up to an additional 10 weeks of partially paid expanded family and medical leave.

A part-time employee is eligible for leave for the number of hours that the employee is normally scheduled to work over that period.

Paid Sick Leave Requirements:

- You have not been furloughed or laid off;
- You are unable to work (including telecommuting) due to any of the following reasons:
 1. is subject to a Federal, State, or local quarantine or isolation order related to COVID-19; (paid at 100% of salary up to daily maximum of \$511 daily up to a total of \$5,110)
 2. has been advised by a health care provider to self-quarantine due to concerns related to COVID-19; (paid at 100% of salary up to daily maximum of \$511 daily up to a total of \$5,110)
 3. is experiencing symptoms of COVID-19 and is seeking a medical diagnosis; (paid at 100% of salary up to daily maximum of \$511 daily up to a total of \$5,110)
 4. is caring for an individual who is subject to an order as described in (1), or who has been advised as described in (2); (paid at 2/3% of salary up to a daily maximum of \$200 and total maximum of \$2,000)
 5. is experiencing any other substantially similar condition specified by the Secretary of Health and Human Services in consultation with the Secretary of the Treasury and the Secretary of Labor.); paid at 2/3% of salary up to a daily maximum of \$200 and total maximum of \$2,000)

Expanded Family Medical Leave

Up to 12 weeks total in the event that the employee is unable to work (including telecommuting) and is caring for his or her son or daughter whose school or place of care has been closed or whose child care provider is unavailable due to COVID-19 related reasons. The first two weeks

**Rio Vista Development Company LP
Dba The Garland Hotel
SUMMARY OF MATERIAL MODIFICATIONS**

are unpaid. The remaining 10 weeks will be paid at 2/3 % of salary up to a daily maximum of \$200 and a total maximum of \$12,000.

In the event that the employee has used any of the 12 weeks under regular FMLA in the past year, then the amount of FMLA already used is subtracted from the total weeks of Expanded Family Medical Leave.

Except as stated above, all Plan provisions remain the same.

This Amendment has been approved and adopted by the Plan. It supersedes and/ or changes any previous Amendment(s) in regards to the Plan provisions specified in the Plan Document that governs this Plan. After you review this Amendment, please place a copy of it with your Summary Plan Description for future reference. This signed Amendment shall be attached to and form a part of the Plan Document on the above stated Effective Date.