

**Americana Building Products, Inc.**  
**Health Reimbursement Arrangement Plan Amendment**  
**Effective March 31, 2017**

BY THIS AGREEMENT, the Employer, Americana Building Products, Inc. adopts this amendment to the Americana Building Products, Inc. Health Reimbursement Arrangement Plan (hereinafter referred to as the "Plan") as described below, effective as of March 31, 2017. This amendment shall supersede the provisions of the Plan, the Summary Plan Description (SPD), or any other documents to the extent those provisions are inconsistent with the provisions of this amendment.

## **Section VI**

### **Miscellaneous**

**Amendment and Termination.** The Employer may amend or terminate all or any portion of this Plan at any time for any reason by resolution of the Employer or by any person authorized by the Employer to take such action.

Effective March 31, 2017, the Employer will discontinue funding to each Participant's HRA account under this Plan. With regard to claims incurred from January 1, 2017 through March 31, 2017, those claims can be submitted through March 31, 2017. Any unused balance of Benefit Credits in a Participant's HRA account after March 31, 2017 shall be forfeited. This Plan will be terminated as of March 31, 2017.

***IN WITNESS WHEREOF***, the Employer has executed this amendment and the effective date shall be March 31, 2017. Signed on \_\_\_\_\_.

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Americana Building Products, Inc.