

SUMMARY ANNUAL REPORT

For 10,000 Degrees Welfare Benefit Plan

This is a summary of the annual report of the 10,000 Degrees Welfare Benefit Plan, EIN 95-3667812, Plan No. 501, for period December 1, 2023 through November 30, 2024. The annual report has been filed with the Employee Benefits Security Administration, as required under the Employee Retirement Income Security Act of 1974 (ERISA).

Insurance Information

The plan has contracts with Aflac, CaliforniaChoice, Concern and Metropolitan Life Insurance Company to pay health, dental, vision, life insurance, long-term disability, Accident, Cancer Critical Illness, Hospital Confinement, EAP and AD&D claims incurred under the terms of the plan. The total premiums paid for the plan year ending November 30, 2024 were \$926,873.

Your Rights To Additional Information

You have the right to receive a copy of the full annual report, or any part thereof, on request. The items listed below are included in that report:

- insurance information, including sales commissions paid by insurance carriers

To obtain a copy of the full annual report, or any part thereof, write or call the office of 10,000 Degrees who is Plan Administrator at 1401 Los Gatos Drive Suite 205, San Rafael, CA 94903, or by telephone at (415) 459-4240.

You also have the legally protected right to examine the annual report at the main office of the plan (10,000 Degrees, 1401 Los Gatos Drive Suite 205, San Rafael, CA 94903) and at the U.S. Department of Labor in Washington, D.C., or to obtain a copy from the U.S. Department of Labor upon payment of copying costs. Requests to the Department should be addressed to: Public Disclosure Room, Room N-1513, Employee Benefits Security Administration, U.S. Department of Labor, 200 Constitution Avenue, N.W., Washington, D.C. 20210.