

**FIRST AMENDMENT TO THE
RIMKUS CONSULTING GROUP, INC. BENEFIT PLAN
(Amended and Restated Effective as of May 1, 2016)**

WHEREAS, Rimkus Consulting Group, Inc. (the “**Company**”) established the Rimkus Consulting Group, Inc. Benefit Plan (Amended and Restated Effective as of May 1, 2016) (the “**Plan**”), for the benefit of its eligible employees and their eligible dependents; and

WHEREAS, pursuant to Section 8.1 of the Plan and Section 9.1 of the Summary Plan Description of the Plan (the “**SPD**”), the Board (or committee of the Board) and the Vice President, Human Resources shall each have the right, authority and power to make and effectuate, at any time and from time to time, any amendment to the Plan; and

WHEREAS, the Company now desires to amend the Plan to reflect the addition of the Plan’s employee assistance program, effective as of May 1, 2017;

NOW, THEREFORE, in accordance with Section 8.1 of the Plan, the Plan is hereby amended, effective as of May 1, 2017, as follows:

1. Section 1.1(n) which provides the definition for Fully-Insured Program is amended to add the following Welfare Program to the end thereof:
 - Rimkus Consulting Group, Inc. Employee Assistance Program.
2. The Policy Appendix to the Plan is replaced, in its entirety, with a new Policy Appendix, to read as follows:

**RIMKUS CONSULTING GROUP, INC. BENEFIT PLAN
(Amended and Restated Effective as of May 1, 2016)**

POLICY APPENDIX

As of May 1, 2017, the following group insurance policies (or contracts) issued by the insurance carrier (or service provider) to the Plan Sponsor (or other Employer), pursuant to which certain employee health and welfare benefits under the Plan are provided to Participants, including any amendments, endorsements or riders thereto (each individually a “**Policy**” and collectively, the “**Policies**”), are attached hereto and incorporated, in their entirety, into this Wrap-Plan by reference:

- Dental Insurance Policy between Rimkus Consulting Group, Inc. and Connecticut General Life Insurance Company;
- Vision Insurance Policy between Rimkus Consulting Group, Inc. and Connecticut General Life Insurance Company;

- Life, Accidental Death and Dismemberment, and Disability Insurance between Rimkus Consulting Group, Inc. and Aetna Life Insurance Company, Group Policy #473667; and
 - Employee Assistance Policy between Rimkus Consulting Group, Inc. and Aetna Life Insurance Company.
3. The Summary Plan Description for the Plan, which is incorporated into the Plan in its entirety by reference, is amended in the form of the attached “Summary of Material Modifications to the Summary Plan Description of the Rimkus Consulting Group, Inc. Benefit Plan.”

IN WITNESS WHEREOF, the undersigned, being duly authorized to act on behalf of the Company, has caused this First Amendment to be approved and executed, effective as of the date specified herein.

ATTEST:

RIMKUS CONSULTING GROUP, INC.

By: _____

By: _____

Name: _____

Name: _____

Title: _____

Title: _____

Date: _____

Date: _____