

SOUTH CAROLINA HANDBOOK ADDENDUM

(Effective February 2022)

The Custom Group of Companies, Custom Healthcare Solutions, and all affiliated entities (collectively, the “Company” or “Custom”) is committed to full compliance with all federal, state and local laws governing its employees. Therefore, this addendum sets forth certain modifications and additions to the Employee Handbook, but does not constitute a comprehensive list of all additional rights and protections afforded to South Carolina employees. These policies apply only to the employees who work in South Carolina. Custom reserves the right to change, modify or discontinue any of these plans, policies, procedures or benefits at any time without prior notice. To the extent there is any inconsistency between the policies in this addendum and the policies in the Handbook itself, the policies in this addendum will govern. If any provision in this addendum conflicts with any applicable law or regulation, this addendum shall be deemed modified to the extent necessary to comply with such law or regulation.

REEMPLOYMENT AFTER SERVICE IN THE NATIONAL GUARD

South Carolina employees who are (i) summoned to serve in the South Carolina National Guard or State Guard by the governor of South Carolina, or another state’s national or state guard and (ii) honorably discharged from such service, may be eligible for reemployment with Custom. Such employees must apply for reemployment in writing to Pat Rohe (pat@customstaffing.com) or Diane McGaw (diane@customstaffing.com) within 5 days after release from (i) duty, or (ii) hospitalization continuing after release from duty.

If you are still qualified for your previous position, you will be restored to such position or to a position of like seniority, status and compensation, unless our circumstances now make the restoration unreasonable (e.g., if the position with our client is no longer available). If you are no longer qualified for your previous position, you will be placed in another position, for which you are qualified, with appropriate seniority, status and compensation, unless our circumstances now make such placement unreasonable.