

**AMENDMENT TO THE
GENESYS TELECOMMUNICATIONS LABORATORIES, INC.
BENEFITS PLAN**

This Amendment to the Genesys Telecommunications Laboratories, Inc. Flexible Benefits Plan is adopted by Genesys Telecommunications Laboratories, Inc. (the "Employer"), effective as of the date set forth herein.

WHEREAS the Employer desires to amend the Genesys Telecommunications Laboratories, Inc. Flexible Benefits Plan information as set forth.

NOW, THEREFORE, effective January, 1, 2020 Genesys Telecommunications Laboratories, Inc. has amended their Plan to adopt the change outlined below:

A § 125 cafeteria plan may allow up to \$500 of unused amounts in a participant's health FSA as of the end of a plan year to be carried over to pay or reimburse the participant for medical care expenses incurred in the immediately following plan year. IRS Notice 2020-33 increases the maximum \$500 carryover amount for a plan year to an amount equal to 20 percent of the maximum salary reduction contribution under § 125(i) for that plan year. Because, by statute, the increase to the § 125(i) limit is rounded to the next lowest multiple of \$50, increases to the maximum carryover amount, as the result of that indexing, will be in multiples of \$10 (20 percent of any \$50 increase to the § 125(i) limit). Thus, as an example, the maximum unused amount from a plan year starting in 2020 allowed to be carried over to the immediately following plan year beginning in 2021 is up to \$550 (20 percent of \$2,750, the indexed 2020 limit under § 125(i)). This amount is subject to be increased via indexing in future years.

IN WITNESS WHEREOF, and as evidence of the adoption of the Amendment set forth herein, the undersigned officer of Genesys Telecommunications Laboratories, Inc. has executed this Amendment to the Plan, this 17 day of November, 2020.

By: Eva Majercsik
Eva Majercsik (Nov 17, 2020 08:41 PST)
Title: EVP and Chief People Officer, Genesys