

**SUMMARY OF MATERIAL MODIFICATION  
TO THE WENDY'S COMPANY GROUP INSURANCE PLAN**

**Notice To:** All Participants under The Wendy's Company Group Insurance Plan (Plan).

This notice, called a "Summary of Material Modification," advises you of a change in the information presented in the Summary Plan Description for the Plan (SPD).

**Continued Eligibility of Bakery Employees and their Beneficiaries after the Bakery Ceases to be part of the Wendy's Controlled Group**

Participants who were enrolled in the Plan based on their employment by the Bakery as of June 1, 2015, and the eligible dependents for such Participants, shall be eligible to continue to participate in medical, prescription drug, dental, vision, health savings account, limited purpose health reimbursement account, basic life, optional employee life, optional spouse life, optional dependent life, accidental death and dismemberment (AD&D), business travel accident, short-term disability, long term disability, health care flexible spending account, dependent care flexible spending account, employee assistance program and MDLive benefits until the earlier of the Participant's termination from the Bakery (at which time they will be offered COBRA coverage for medical, prescription drug, dental, vision, health care flexible spending account and employee assistance program benefits) or December 31, 2015. Nothing in the paragraph shall extend a dependent's eligibility if that dependent ceases to otherwise qualify as an eligible dependent under the Plan.

Bakery employee who did not participate in the Plan on June 1, 2015 will not be eligible to participate in any benefits described in the SPD after June 1, 2015.

**Eligibility of Temporary Employees (including seasonal, interns and variable hour employees)**

Effective July 1, 2015, temporary employees (and their eligible dependents) will be eligible to elect to participate in medical, prescription drug, dental and vision benefits under the Plan. The timing of that eligibility varies:

- Upon your 1 year anniversary: After 1 year of service with Wendy's we will review temporary employees average hours worked. If the temporary employees have averaged 30 or more hours per week during the first year or employment, the temporary employees will be eligible to enroll in medical, prescription drug, dental and vision benefits under the Plan.
- During the Annual Enrollment period: Each year in October, we will determine if the temporary employees have averaged 30 hours or more per week during the past year. If the temporary employees have averaged 30 hours or more per week, the temporary employees will be eligible to enroll in benefits for next plan year beginning January 1.

Temporary employees described above will not be eligible to participate in any other benefit described in this SPD. No temporary employee (other than the classes of temporary employees described above) will be eligible to participate in any benefit described in this SPD.

**Contact Information**

If you have any questions, please contact the Wendy's Benefits Department at (614) 764-3100.