

**SUMMARY OF MATERIAL MODIFICATIONS  
TO THE  
DEVON ENERGY CORPORATION EMPLOYEE BENEFIT PLAN**

This communication is a “Summary of Material Modifications” being provided to you regarding certain changes made to the Devon Energy Corporation Employee Benefit Plan. *It should be placed with your Summary Plan Description of the Devon Energy Corporation Employee Benefit Plan.*

Devon Energy Corporation as Plan Sponsor of the Devon Energy Corporation Employee Benefit Plan (the “Benefits Plan”) has changed certain provisions of the Benefits Plan as explained herein relating to all active and COBRA Plan participants.

**I.**

**EXTENSION OF BENEFITS**

**Summary:**

Effective March 18, 2020, The Families First Coronavirus Response Act (FFCRA), requires self-funded businesses to provide coverage (FFCRA coverage) for COVID-19 testing and associated services. (Cost share waiver ends with the end of Health and Human Services (HHS) public health emergency)

**Technical Plan Change:**

Lab (Diagnostic) Test: FDA Approved or EUA COVID-19 (Diagnostic) testing (Codes: U0001, U0002, 87635)

Associated Services - Items and services provided to an individual during a provider office visit (whether in an in person or telehealth setting), urgent care visit or ER room visit where: (1) That visit results in the order for, or administration of a COVID-19 test; AND WHERE (2) Those items or services relate to the furnishing or administration of the test; OR the evaluation of the individual for purposes of determining whether that individual needs the test

*Associated services may include items such as an influenza test or other diagnostic tests that are used to evaluate the individual to determine the need for the test and results in a test or order for the test*

**Other than the changes reflected in this Summary of Material Modifications, the Summary Plan Description remains the same in all other respects.**