

Effective as of May 19, 2020, the Board approved an amendment and restatement of the Company's Amended & Restated By-Laws (as amended, the "Second Amended & Restated By-Laws") to: (i) make minor clerical edits; and (ii) better reflect the allocation of responsibilities and duties between the Chief Executive Officer and the President, including, but not limited to, amendments to clarify that:

- The Chief Executive Officer, as opposed to the President, is permitted to call a special meeting of the stockholders;
- In the absence of a Chairman of the Board, the Chief Executive Officer, as opposed to the President, will preside over annual and special meetings of the stockholders;
- The Chief Executive Officer, as opposed to the President, will receive written resignations from directors and other executive officers;
- The Chief Executive Officer, as opposed to the President, is permitted to call a special meeting of the Board;
- In the absence of a Chairman of the Board, the Chief Executive Officer, as opposed to the President, will preside over meetings of the Board;
- The Chief Financial Officer reports to the Chief Executive Officer, as opposed to the President; and
- That the Chief Executive Officer, as opposed to the President, is permitted to remove any officer from office at any time, either with or without cause.