

Vassar College 403(b) Retirement Plan
Restated as of January 1, 2016

Amendment No. 1

Pursuant to Section 9.2, Vassar College hereby amends the Vassar College 403(b) Retirement Plan (the "Plan") effective as of the date specified below, as follows:

Effective July 1, 2019, Section 3.2 of the Plan is amended by revising subsection (d) thereof, to read as follows:

"(d) Each other Staff Employee and Supervisors shall become a Participant for purposes of Section 4.5 on the later of:

(i) the first day of the month coinciding with or next following the date on which he has completed two Staff Years of Service, or if such Staff Employee is hired on or after July 1, 2019 and is not classified as a security officer or carpenter, the first day of the month coinciding with or next following the date on which he has completed one Staff Year of Service; or

(ii) the January 1 or July 1 coinciding with or next following his attainment of age 21."

IN WITNESS WHEREOF, Vassar College has caused the foregoing amendment to be executed by a duly authorized officer as of JANUARY 28, 2020.

VASSAR COLLEGE

By: _____

Name: LESLIE H POWER

Title: MANAGER, BENEFITS
PROGRAMS