

**Amendment to the 403(b) Thrift Plan**

of

**Narragansett Council Boy Scouts of America**

The Employer hereby amends its Plan to comply with the Bipartisan Budget Act of 2018, effective as of the later of the first day of the first Plan Year beginning on or after January 1, 2019 or the date that the amendment is signed:

1. The second paragraph of Section 5.1, regarding Salary Reduction Contributions, is amended to read as follows:

Salary Reduction Contributions on behalf of any eligible Employee shall be subject to the provisions of Sections 5.5, 5.6, and 5.7 of the Plan. The amount of includible compensation deferred by an eligible Employee for any calendar year shall not exceed the limitations described in Sections 402(g) of the Code. Any Salary Reduction Contributions on behalf of an Employee may be reduced prospectively at the discretion of the Employer to satisfy the limitations of Sections 401(m), 402(g), 403(b)(2) and 415 of the Code. In addition, for Plan Years beginning before January 1, 2019, Salary Reduction Contributions on behalf of a Participant who has made a withdrawal due to financial Hardship shall be restricted in accordance with Section 8.4. For Plan Years beginning after December 31, 2018, Salary Reduction Contributions on behalf of a Participant who has made a withdrawal due to financial Hardship shall not be restricted in accordance with Section 8.4. Moreover, to the extent required under Section 414(u) of the Code, a Participant who is re-employed after a period of military service shall be permitted to make additional contributions to this Plan in an amount not to exceed the Salary Reduction Contributions that he would have been permitted to make if he had continued in employment with the Employer during that period of military service.

2. Section 8.4(b) is changed to read as follows:

**(b) Exhaustion Of Other Resources**

For Plan Years beginning before January 1, 2019, the Plan Administrator determines that the Participant has already obtained all nontaxable loans and all distributions (other than Hardship withdrawals) currently available under all plans maintained by the Employer. For Plan Years beginning after December 31, 2018, the Participant shall not be required to have already obtained all nontaxable loans, but shall be required to have already obtained all distributions (other than Hardship Withdrawals) currently available under all plans maintained by the Employer.

3. Section 8.4(d) is changed to read as follows:

**(d) Suspension Of Salary Reduction Contributions**

For Plan Years beginning before January 1, 2019, as soon as reasonably practicable after receipt of his Hardship withdrawal, the Participant ceases all employee contributions and elective deferrals to all plans maintained by the Employer (including Automatic Enrollment Contributions and other Salary Reduction Contributions under Section 5.1) for a period of six consecutive months, except as provided by IRS regulations. For Plan Years beginning after December 31, 2018, the Participant shall not be required to cease all employee contributions and elective deferrals to all plans maintained by the Employer (including Automatic Enrollment Contributions and other Salary Reduction Contributions under Section 5.1) after receipt of his Hardship withdrawal.

This Amendment executed in the State of \_\_\_\_\_ on this \_\_\_\_\_ day of \_\_\_\_\_, 20\_\_\_\_\_.

**Narragansett Council Boy Scouts of America**

By: \_\_\_\_\_

Title: \_\_\_\_\_