

QNEC/QMAC FORFEITURE AMENDMENT

WHEREAS, CCH Incorporated, DBA ftwilliam.com (Plan Document Sponsor) is the sponsor of the following pre-approved Plans: Prototype Standardized Money Purchase Pension Plan (J299251a), Prototype Standardized Profit Sharing Plan with CODA (J299260a and J299256a), Prototype Non-Standardized Target Benefit Plan (J399278a), Prototype Non-Standardized Money Purchase Pension Plan (J399279a), Prototype Non-Standardized Profit Sharing Plan with CODA (J399310a and J399303a) Volume Submitter Profit Sharing Plan with CODA (J599028a and J599059a);

WHEREAS, the Plan Document Sponsor may adopt Plan Amendments at the Sponsor level; and

WHEREAS, Pursuant to Section 13.01 of the Plan, the Plan Document Sponsor desires to amend the Plan;

NOW, THEREFORE, the Plan is hereby amended as follows, effective as the first day of the Plan Year ending on or after January 18, 2017.

This amendment to the Plan is adopted to amend the definitions of qualified non-elective and matching contributions as outlined in proposed amendments to Treasury Regulation sections 1.401(k)-6 and 1.401(m)-1. This amendment is intended to be a good faith amendment in compliance with the requirements of proposed regulations and is to be construed in accordance with same. This amendment shall supersede the provisions of the Plan to the extent those provisions are inconsistent with the provisions of this amendment and the proposed regulations.

A. AMENDED PROVISIONS:

1. Article 4 - SAFE HARBOR CONTRIBUTIONS AND QUALIFIED NON-ELECTIVE/MATCHING CONTRIBUTIONS

A. The sub-section titled "Qualified Non-Elective Contributions" shall be replaced as follows:

Qualified Non-Elective Contributions: (1) shall be allocated to the Participant's Account as of a date within that year within the meaning of Treas. Reg. section 1.401(k)-2(a)(4)(i)(A); (2) shall be nonforfeitable when allocated to a Participant's Account unless attributable to withdrawal rights under an Eligible Automatic Contribution Arrangement or Qualified Automatic Contribution Arrangement; and (3) shall be distributed only under the rules applicable for Elective Deferrals in accordance with Treas. Reg. section 1.401(k)-1(d) (attainment of age 59-1/2, severance from employment, death, or Disability, but not hardship).

B. The sub-section titled "Qualified Matching Contributions" shall be replaced as follows:

Qualified Matching Contributions. In addition to any Qualified Matching Contributions provided in the Adoption Agreement, the Company in its discretion may make Matching Contributions designated as Qualified Matching Contributions for the benefit of such Participants and in such manner determined at the discretion of the Company. The Company may determine, in its discretion whether allocations of Qualified Matching Contributions shall

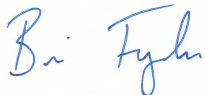
be limited to Participants who are credited with at least a certain number of Hours of Service during the Plan Year and/or who remain in the Company's employ on the last day of the Plan Year. Such Qualified Matching Contributions shall be nonforfeitable when allocated to a Participant's Account unless attributable to withdrawal rights under an Eligible Automatic Contribution Arrangement or Qualified Automatic Contribution Arrangement and may only be distributed upon the Participant's: (1) attainment of age 59-1/2; or (2) severance from employment, death, or Disability.

2. Article 6-FORFEITURES

Disposition of Forfeitures. Amounts forfeited from a Participant's Account shall be used to restore forfeitures or reduce Company contributions (or reallocate as Company contributions) made pursuant to Article 4, or to pay reasonable Plan expenses to the extent specified in the Adoption Agreement. Effective for Plan Years beginning after the adoption of the 2010 Cumulative List (IRS Notice 2010-90) restatement, forfeitures cannot be used as Elective Deferrals. Any such disposition of forfeitures from a Participant's Account shall be made no later than the end of the Plan Year following the Plan Year during which the forfeiture occurred.

IN WITNESS WHEREOF, CCH Incorporated, DBA ftwilliam.com has caused this Amendment to be executed this 30th day of January, 2017.

CCH Incorporated, DBA ftwilliam.com:

Signature: 

Print Name: Brian Fyler, Director of Operations

Title/Position: Director of Operations