

**AMENDMENT THREE  
TO THE  
CITY OF JONESBORO, ARKANSAS NON-UNIFORMED EMPLOYEES  
457(b) RETIREMENT SAVINGS PLAN AND TRUST**

This AMENDMENT is hereby adopted by the City of Jonesboro, Arkansas.

WHEREAS, the City of Jonesboro, Arkansas, a municipality of the State of Arkansas, (the "Employer") has previously established the City of Jonesboro, Arkansas Non-Uniformed Employees 457(b) Retirement Savings Plan and Trust (the "Plan"); and

WHEREAS, pursuant to Section 11.01 of the Plan, the Employer, by appropriate action of the City Council, has the right at any time and from time to time to amend the Plan; and

WHEREAS, the Employer desires to amend the Plan in order to allow monthly entry dates, reduce the service eligibility condition in the Plan from 90 days to one month, and allow participants to change deferral elections monthly.

NOW, THEREFORE, effective as of **July 1, 2019**, the Plan is hereby amended as follows:

1. The definition of Entry Date described in Section 1.18 of the Plan is modified so as to now read as follows:

1.18 **Entry Date** means the first day of each calendar month of the Plan Year; provided, however, prior to **July 1, 2019**, the Entry Date was January 1, April 1, July 1 and October 1 of each Plan Year.

2. The first sentence of Section 2.01 of the Plan is modified so as to now read as follows:

An Eligible Employee shall be eligible to participate in this Plan after (i) completing one month of Service and (ii) attaining the age of twenty-one (21).

3. The first two sentences of Section 3.03 of the Plan are modified so as to now read as follows:

A Participant may elect to change the percentage of his or her Compensation contributed to the Plan, on a monthly basis, by submitting a new Deferred Compensation Agreement to the Plan Administrator. Such change shall be effective as of the first day of the calendar month immediately following the Plan Administrator's receipt of the properly completed Deferred Compensation Agreement.

IN WITNESS WHEREOF, the Employer has executed this Amendment as of the  
July 8, 2019.