

**AMENDMENT TWO
TO THE
CITY OF JONESBORO, ARKANSAS
NON-UNIFORMED EMPLOYEES 401(a)
DEFINED CONTRIBUTION PLAN**

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 401(a) Defined Contribution Plan (the "Plan"); and

WHEREAS, pursuant to Section 8.1 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, in order to allow monthly entry into the Plan and to reduce the service eligibility condition in the Plan from 90 days to one month, the Employer desires to amend the Plan at this time in the manner set forth herein.

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

1. The first sentence of Section 3.1(a) of the Plan is hereby amended so as to now read as follows:

Any Eligible Employee who has completed one month of Service and has attained the age of twenty-one (21) shall be eligible to participate hereunder as of the effective date of participation described in Section 3.2.

2. The first sentence of Section 3.2(a) of the Plan is hereby amended so as to now read as follows:

An Eligible Employee shall become a Participant effective as of the first day of the calendar month coinciding with or next following the date that he or she meets the eligibility requirements of Section 3.1; provided, however, prior to July 1, 2019, Eligible Employees became Participants in the Plan effective as of the first day of the Plan Year quarter coinciding with or next following the date that the requirements of Section 3.1 were met.

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

CITY OF JONESBORO, ARKANSAS