

**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, the Employer desires to amend the Plan at this time in the manner set forth herein.

NOW, THEREFORE, effective as of July 17, 2018 the Plan is hereby amended as follows:

1. 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 17, 2018, 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 the 17th day of July, 2018.

CITY OF JONESBORO, ARKANSAS

By: \_\_\_\_\_  
Harold Perrin, Mayor

ATTEST:

By: \_\_\_\_\_  
Donna Jackson, City Clerk