

**Amendment to The Three Rivers Annuity Plan
(As Amended and Restated)
(CARES Act-CODID-19)**

WHEREAS, the Board of Trustees (the "Trustees") have the right to amend the Annuity Fund, as amended and restated (the "Plan"); and

WHEREAS, the Trustees amend the Plan in compliance with the CARES Act concerning the COVID-19 epidemic to provide participants flexibility for access to retirement funds.

WHEREFORE, the Plan is amendment to include the following:

A. Cononavirus-Related Distribution. Participants may receive an aggregate amount of distributions that do not exceed \$100,000.00 as a Cononavirus-Related Distribution (hereafter referred as CRD), not subject to the 10% additional early distribution penalty tax of IRC section 71(t), as provided below:

1. on or after January 1, 2020, and before December 31, 2020,
2. to an individual:
 - a. who is diagnosed with the virus SARS–CoV–2 or with coronavirus disease 2019 (COVID–19) by a test approved by the Centers for Disease Control and Prevention;
 - b. whose spouse or dependent is diagnosed with such virus or disease by such a test, or
 - c. who experiences adverse financial consequences as a result of being quarantined, being furloughed or laid off or having work hours reduced due to such virus or disease, being unable to work due to lack of child care due to such virus or disease, closing or reducing hours of a business owned or operated by the individual due to such virus or disease, or other factors as determined by the Secretary of the Treasury (or the Secretary's delegate).
3. The plan administrator may rely on a participant's certification that the participant satisfies the conditions of paragraph (A) above in determining whether any distribution is a CRD.
4. Income Inclusion Spread Over 3-Year Period - in the case of any CRD, unless the participant elects otherwise, any amount required to be included in gross income for such taxable year shall be so included ratably over the 3-taxable-year period beginning with such taxable year.

B. Participant Loans:

- a. Increase in Limit on Loans: Any loan made during the 180 day period beginning on the date of the enactment of the CARES Act: (A) shall be permitted the increase from the maximum loan amount of \$50,000.00 to \$100,000.00 and (B) the limitation of on the amount of loan from "one-half of the present value of the nonforfeitable accrued benefit of the participant under the plan" to "the present value of the nonforfeitable accrued benefit of the participant under the plan".
- b. Delay of Repayment: A participant with an outstanding loan (on or after the date of the enactment of the CARES Act):
 - (i) If the due date for any repayment of such loan occurs during the period beginning on the date of the enactment of this Act and ending on December 31, 2020, such due date shall be delayed for 1 year,
 - (ii) Any subsequent repayments with respect to any such loan shall be appropriately adjusted to reflect the delay in the due date and any interest accruing during such delay, and in determining the 5-year period and the term of the loan shall be disregarded.

C. Required Minimum Distributions:

- a. A participant may elect to Temporary Waive receipt of a Required Minimum Distribution for calendar year 2020.
- b. Required Minimum Distributions beginning in 2020 which have not been made before January 1, 2020.
- c. The required beginning date for any participant shall be determined without regard to this temporary waiver for calendar years after 2020.

Approved by the Trustee and

EXECUTED THIS 28th Day of March, 2020.

EMPLOYEE TRUSTEES

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