



Article 1 — Preamble; Definitions

- 1.1 **Adoption of Amendment.** This Amendment applies to American Funds Distributors, Inc. *Defined Contribution Prototype and Volume Submitter Plan and Trust Agreement*. This Amendment brings a plan into compliance with the requirements of the 2017 Cumulative List (Notice 2017-37) and implements the provisions of the Setting Every Community Up for Retirement Enhancement Act of 2019 (“SECURE”) and Coronavirus Aid, Relief, and Economic Security Act (“CARES”).
- 1.2 **Superseding of inconsistent provisions.** This Amendment supersedes the provisions of the Plan to the extent those provisions are inconsistent with the provisions of this Amendment.
- 1.3 **Construction.** Except as otherwise provided in this Amendment, any Article or Section reference in this Amendment refers only to this Amendment and is not a reference to the Plan. The Article and Section numbering in this Amendment is solely for purposes of this Amendment and does not relate to the Plan article, section, or other numbering designations.
- 1.4 **Effect of restatement of Plan.** If the Employer restates the Plan then this Amendment shall remain in effect after such restatement unless the provisions in this Amendment are restated or otherwise become obsolete (e.g., if the Plan is restated onto a plan document which incorporates these provisions).
- 1.5 **Definitions.** Except as otherwise provided in this Amendment, terms defined in the Plan will have the same meaning in this Amendment.

Article 2 — Amendment for the 2017 Cumulative List (Notice 2017-37)

- 2.1 **Application and Effective Date.** This Article 2 amends the Plan to provide for direct rollovers to a SIMPLE IRA. It is effective with respect to rollovers to SIMPLE IRAs that are made after December 18, 2015.

2.1.1 **Definitions.** The following definition applies to Section 6.08 of the Plan.

Eligible Retirement Plan. An Eligible Retirement Plan is an individual retirement account described in Code §408(a), an individual retirement annuity described in Code §408(b), an annuity plan described in Code §403(a), a qualified trust described in Code §401(a), an arrangement described in Code §403(b), a Roth IRA described in Code §408A(b), an eligible governmental deferred compensation plan described in Code §457(b), or for distributions after December 18, 2015, a SIMPLE IRA to the extent permitted in Code §408(p)(1)(B). However, with regard to a Participant’s Designated Roth Account, an Eligible Retirement Plan is a Roth IRA described in Code §408A(b), or a Roth plan, as defined in Section 6.08(E)(2).

Article 3 — Amendment to Implement CARES Act Provisions

- 3.1 **Application and Effective Date.** This Article 3 amends the Plan to implement CARES Act provisions. It is effective with respect to an Employer’s Plan on March 27, 2020 (or, if later, the Effective Date of the Plan).
- 3.2 **RMD waivers for 2020.** Notwithstanding the provisions of the Plan relating to RMDs, a Participant or Beneficiary who would have been required to receive a 2020 RMD or Extended 2020 RMD **will not** receive the distribution unless the Participant or Beneficiary chooses to receive the distribution. A Participant or Beneficiary will be given an opportunity to make an election as to whether or not to receive those distributions. If the Plan permits a Beneficiary of a deceased Participant to make the election to use the 5-year rule or the life expectancy rule, the deadline to make the election shall be extended to reflect the adoption of Code §401(a)(9)(l).
- 3.3 **Direct rollovers.** Notwithstanding the provisions of the Plan relating to required minimum distributions under Code §401(a)(9), and solely for purposes of applying the direct rollover provisions of the Plan, a direct rollover will be offered only for distributions that would be eligible rollover distributions without regard to Code §401(a)(9)(l).
- 3.4 **Definitions.** “RMDs” means required minimum distributions described in Code §401(a)(9). “2020 RMDs” means required minimum distributions the Plan would have been required to distribute in 2020 (or permitted to pay in 2021 for the 2020 calendar year for a Participant with a required beginning date of April 1, 2021) but for the enactment of Code §401(a)(9)(l). “Extended 2020 RMDs” means one or more payments in a series of substantially equal distributions (that include the 2020 RMDs) made at least annually and expected to last for the life (or life expectancy) of the Participant, the joint lives (or joint life expectancy) of the Participant and the Participant’s designated Beneficiary, or for a period of at least 10 years.
- 3.5 **Installment payments.** A Participant or Beneficiary receiving payment of 2020 RMDs or 2020 Extended RMDs pursuant to this Article 2 may receive them in any method (including installments or partial distributions) which would have been permitted under the terms of the Plan if the amounts would have been RMDs but for the enactment of Code §401(a)(9)(l).

Article 4 — Required Beginning Date - SECURE Act §114

- 4.1 Application.** This Article 4 is effective with regard to RMDs required to be made after December 31, 2019.
- 4.2 Delay of Required Beginning Date.** An Affected Participant's RBD shall not be earlier than April 1 of the calendar year following the year the Affected Participant attains age 72. For purposes of determining an Affected Participant's RBD, an Affected Participant will be treated as a more than 5% owner if he or she was a 5-percent owner (as defined in Code §416(i)(1)(B)) as to the Plan Year ending in the calendar year the Participant attains age 72.
- 4.3 Spousal Distributions.** If an Affected Participant dies prior to the Participant's RBD, and the Participant's sole Designated Beneficiary is the Participant's surviving spouse, then the RMDs to the surviving spouse will begin by December 31 of the calendar year immediately following the calendar year in which the Participant died, or by December 31 of the calendar year in which the Participant would have attained age 72, if later.
- 4.4 Definitions.** A Participant is an "Affected Participant" if the Participant was born after June 30, 1949. An "RMD" is a Required Minimum Distribution as described in Code §401(a)(9). A Participant's "RBD" is the Participant's Required Beginning Date as described in Code §401(a)(9)(C).

Article 5 — Beneficiary RMDs - SECURE Act §401

- 5.1 Application.** This Article 5 will apply to all plans other than Defined Benefit Plans. This Article 5 will not apply to qualified annuities described in SECURE Act §401(b)(4)(B). Except as provided in Section 5.3, Article 5 will apply to Participants who die on or after the Effective Date of this Article. The Effective Date of this Article is January 1, 2020.
- 5.2 10-Year Rule.** If the distributee of a deceased Participant's account is a Designated Beneficiary who is not an "Eligible Designated Beneficiary," then the Plan will distribute the account in full no later than December 31 of the 10th year following the year of the Participant's death.
- 5.3 Beneficiary Death.** If an Eligible Designated Beneficiary dies before receiving distribution of the Beneficiary's entire interest in the Participant's account, the Plan will distribute that interest in full no later than December 31 of the 10th year following the year of the Eligible Designated Beneficiary's death. Similarly, if a Participant died before the Effective Date of this Article 5, the limitations of this Article 5 shall apply to distributions to the beneficiary of the Participant's Designated Beneficiary if the Designated Beneficiary died after the Effective Date of this Article 5.
- 5.4 Definitions.** A distributee is a "Designated Beneficiary" if the individual is described under Treas. Reg. §1.401(a)(9)-4. An individual is an "Eligible Designated Beneficiary" of a Participant if the individual qualifies as a Designated Beneficiary and is (1) the Participant's spouse, (2) the Participant's child who has not reached the age of majority (as defined for purposes of Code §401(a)(9)(F)), (3) an individual not more than 10 years younger than the Participant, (4) a disabled individual, as defined in Code §72(m)(7), or (5) an individual who has been certified to be chronically ill (as defined in Code §7702B(c)(2)) for a reasonably lengthy period, or indefinitely. Certain trusts may be treated as Eligible Designated Beneficiaries pursuant to Code §401(a)(9)(H)(iv) and (v). When a child of the Participant reaches the age of Majority, the Plan will distribute the child's account in full no later than 10 years after that date.

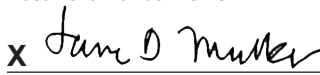
Article 6 — Difficulty of Care Payments - SECURE Act §116

- 6.1 Application.** This Article 6 is effective for Plan Years beginning after December 31, 2015.
- 6.2 Inclusion in 415 Compensation.** The amount of a Participant's Compensation for purposes of determining the annual addition limit under Code §415(c)(1)(B) is increased by the amount of Difficulty of Care Payments the Employer makes to the Participant.
- 6.3 Definition.** A Difficulty of Care Payment is a payment described in Code §131(c)(1) made in connection with qualified foster individuals.

The Document Provider, on behalf of the Employer, hereby adopts this Amendment:

American Funds Distributors, Inc.

Document Provider Name


Authorized signer for Document Provider

Laura Muller
Authorized signer name

June 30, 2021
Date