

**AMENDMENT NUMBER TWO TO
KNOX COLLEGE RETIREMENT PLAN**

**SUMMARY OF
MATERIAL MODIFICATIONS**

**I
INTRODUCTION**

This is a Summary of Material Modifications regarding the Knox College Retirement Plan ("Plan"). Unless stated otherwise, the modifications described in this summary are effective as of September 1, 2021. This is merely a summary of the most important changes to the Plan and information contained in the Summary Plan Description ("SPD") previously provided to you. It supplements and amends that SPD so you should retain a copy of this document with your copy of the SPD. If you have any questions, contact the Plan Administrator. If there is any discrepancy between the terms of the Plan, as modified, and this Summary of Material Modifications, the provisions of the Plan will control.

**II
SUMMARY OF CHANGES**

1. Employer Matching Contributions

Matching Contribution. A Matching Contributions of 6% of Compensation will be made for each eligible Participant who (i) is not subject to Mandatory Employee Contributions, and (ii) had an Elective Deferral of at least 5% of the eligible Participant's Compensation. For the period September 1, 2021 - December 31, 2021 Matching Contributions will be subject to a true-up; for periods on and after January 1, 2022 Matching Contributions will not be subject to a true-up.