FIRST AMENDMENT OF
UNIVERSITY OF ST. THOMAS
RETIREMENT PLAN
(As Restated Effective July 1, 2011)

The University of St. Thomas Retirement Plan (As Restated Effective July 1, 2011) is hereby amended effective as of January 1, 2015, in accordance with Section 8.1 thereof, as follows:

1.

Section 1.3 (“Definitions”) is amended by amending the definition of “Plan Year” to read as follows:

Plan Year. “Plan Year” means the 12-month period beginning January 1 of each calendar year beginning on or after January 1, 2015. Prior to September 1, 2014, the Plan Year was the 12-month period beginning September 1 of each calendar year. The 4-month period beginning September 1, 2014 and ending December 31, 2014 is a short Plan Year.

2.

Section 1.3 (“Definitions”) is further amended by amending paragraph (1) of the definition of “Year of Eligibility Service” to read as follows:

(1) An Employee will also be credited with a Year of Eligibility Service following completion of at least One Thousand (1,000) Hours of Service with the Employer during any Plan Year beginning with the Plan Year that includes the last day of the 12-month period that began with the Employee’s date of hire; provided, further, that an Employee will also be credited with a Year of Eligibility following completion of at least One Thousand (1,000) Hours of Service with the Employer during the 12-month period from September 1, 2014, through August 31, 2015;

Dated: January 20, 2015

By: ____________________________

Julie Sullivan
President, University of St. Thomas

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