

**AMENDMENT TO THE
UNITARIAN UNIVERSALIST ORGANIZATIONS RETIREMENT PLAN**

WHEREAS, the Unitarian Universalist Association (the “UUA”) maintains the Unitarian Universalist Organizations Retirement Plan, as amended and restated effective as of January 1, 2014, and as subsequently amended (the “Plan”); and

WHEREAS, pursuant to Section 14.1 of the Plan, the UUA has reserved the right to amend the Plan, by action of its Board of Trustees; and

WHEREAS, the Committee desires to amend the Plan to revise the forms of payment provision and the de minimis balance provision.

NOW, THEREFORE, BE IT RESOLVED, that the Plan is hereby amended, effective as of February 27, 2023, as follows:

1. Subsection 9.1 is amended in its entirety to read as follows:

9.1 Forms of Payment

Subject to Subsections 9.2 and 9.5, after each Participant’s Severance from Employment, the Participant shall have the right to elect that the value of their Accounts be paid to or for the benefit of the Participant or their Spouse or Beneficiary in one or more of the following forms of payment:

- (a) **Lump Sum.** A Participant may elect a lump sum distribution of their Accounts.
- (b) **Partial Withdrawal.** A Participant may elect a portion of their Accounts in a lump sum distribution.
- (c) **Installments.** A Participant may elect to receive monthly, quarterly, semi-annual or annual installments in a specified amount or over a specified number of years, provided, however, that:
 - (1) with respect to distributions that commenced prior to February 27, 2023, a Participant could have elected to receive monthly, quarterly, semi-annual or annual installments during a period not to exceed: (i) the life expectancy of the Participant or the joint life expectancy of the Participant and their Beneficiary determined at the date payments began, or (ii) the lesser of 10 years or the period elected in Subparagraph 9.1(c)(1)(i); and

(2) if and to the extent an Investment Fund requires that installment payments be permitted over the life expectancy of the Participant or the joint life expectancy of the Participant and their Beneficiary, then such installment payments shall continue to be permitted solely to the extent required under the Investment Fund.

(d) **Partial Withdrawal and Installments.** A Participant may elect to receive a portion of their Accounts in a lump sum distribution and to receive the remaining balance of their Accounts in monthly, quarterly, semi-annual or annual installments paid in accordance with Subparagraph 9.1(c).

(e) **Partial Withdrawals During Installment Period.** A Participant who elected to receive installments under Subparagraphs 9.1(c) or 9.1(d) may elect to convert all or a portion of the remaining balance in their Accounts from periodic installments to a single or partial lump sum distribution.

An application for a distribution must be made through an Approved Form of Election, and shall be subject to such rules and procedures as may be established by the Committee.

2. Subsection 9.2 is amended in its entirety to read as follows:

9.2 Small Account Distributions to Non-Clergy

Notwithstanding any other provision of this SECTION 9 to the contrary, the following paragraph shall apply to a Participant (who is not identified by the Committee as a minister serving Unitarian Universalism) if the vested value of their Accounts does not exceed \$5,000 (excluding the balance of their Rollover Contribution Account) and they do not make a distribution election within the time frame established by the Committee.

If a Participant (who is not identified by the Committee as a minister serving Unitarian Universalism) incurs a Severance from Employment and if the vested value of their Accounts (excluding the value of their Rollover Contribution Account) does not exceed \$5,000, such vested value (which will also include the value of their Rollover Contribution Account) shall be paid in a direct rollover to an individual retirement plan designated by the Committee in accordance with rules and procedures established by the Committee, unless the Participant otherwise elects to have the value of their Accounts paid in a single payment in cash or rolled over to an eligible retirement plan in accordance with Subsection 9.3. If the Participant's Accounts are payable to a Beneficiary or Alternate Payee, the foregoing rules shall apply to the Beneficiary or Alternate Payee, as applicable.

3. Except as modified herein, the Plan shall remain in full force and effect.

[Signatures on following page.]

IN WITNESS WHEREOF, the UUA, acting through its duly authorized member of the Board of Trustees, adopts this Amendment to the Plan.

**UNITARIAN UNIVERSALIST
ASSOCIATION**

By: _____

Name: _____

On behalf of the Unitarian Universalist
Association Board of Trustees

Date: _____