TECHNICAL AMENDMENT NO. 16-1

TO THE

RULES AND REGULATIONS

OF THE MEBA 401(k) PLAN

At their October 27, 2016 meeting, the Trustees of the MEBA 401(k) Plan (the “Plan”) approved changes to the Plan’s Recordkeeping and Administrative Services Agreement with Fidelity Investments Institutional Operations Company, Inc. (“Fidelity”) permitting Fidelity to credit certain amounts to a Revenue Credit Account under the Plan, which amounts and earnings thereon may be applied to pay reasonable expenses associated with administration of the Plan. This amendment amends the Plan to add a Revenue Credit Account.

1. Article I, shall be amended to add a new definition of “Revenue Credit Account” at Section 1.36 to read as follows (all subsequent definitions shall be renumbered accordingly):

1.36 REVENUE CREDIT ACCOUNT

The term “Revenue Credit Account” shall mean an account to which any amounts paid by the Plan’s recordkeeper in accordance with the agreement between the Plan and the recordkeeper shall be credited. The Revenue Account may be invested (or held uninvested) as directed by the Trustees.

2. Article IX shall be amended to add the following new Section 9.11 to read as follows:

9.11 PLAN ADMINISTRATIVE EXPENSES

(a) Reasonable administrative fees and expenses of the Plan may be charged as an expense against the Revenue Credit Account as determined by the Trustees.

(b) Any amounts credited to the Revenue Credit Account during any calendar year which, by the end of March of the next following calendar year, have not been used to pay fees or expenses associated with the Plan shall be allocated to the Account of each Participant who had an Account balance greater than zero as of the last day of that calendar year. Such amounts shall be allocated among eligible Participant Accounts pro rata based on such Participant Account balances, exclusive of outstanding loan balances.

Adopted in Principle: October 27, 2016
Effective Date: October 1, 2016
Language Approved: October 27, 2016

H. M. Ainley, Chairman
Edward Hanley, Secretary