

**First Amendment
to the
Roman Catholic Archdiocese of Boston 401(k) Retirement Savings Plan
(as amended and restated effective January 1, 2016)**

WHEREAS, the Roman Catholic Archbishop of Boston, a Corporation Sole (the "Employer") established the Roman Catholic Archdiocese of Boston 401(k) Retirement Savings Plan effective as of January 1, 2012, which has been amended and restated effective January 1, 2016 (the "Plan"); and

WHEREAS, Section 13.2 of the Plan reserves to the Employer the right to amend the Plan at any time through the written action or vote of the Retirement Committee; and

WHEREAS, the Employer desires to amend the Plan to apply the automatic rollover provision of the Plan to all Participants who are subject to the mandatory cash out provision of the Plan and not just distributions of more than \$1,000 and \$5,000 or less.

NOW, THEREFORE, the Plan is hereby amended effective April 1, 2016:

1. Section 10.9 (Direct Rollover Provision) is amended by deleting the last paragraph thereof and replacing it with the following:

"Unless the Participant elects otherwise in writing, each eligible rollover distribution that is immediately distributable pursuant to Section 10.12 shall be transferred to an individual retirement account designated and established by the Plan Administrator in the name of, and for the benefit of, the Participant or, in the case of a married Participant's death in which the surviving spouse is the sole Beneficiary, such surviving spouse."

IN WITNESS WHEREOF, the Employer has caused this instrument to be executed by its duly authorized representative as of this 10th day of November, 2016.

THE ROMAN CATHOLIC ARCHBISHOP OF BOSTON, A
CORPORATION SOLE

By: + Kevin P. Malley

Title: Archbishop of Boston

**Second Amendment
to the
Roman Catholic Archdiocese of Boston 401(k) Retirement Savings Plan
(As Amended and Restated Effective January 1, 2016)**

WHEREAS, the Roman Catholic Archbishop of Boston, a Corporation Sole (the "Employer") amended and restated the Roman Catholic Archdiocese of Boston 401(k) Retirement Savings Plan (the "Plan") effective as of January 1, 2016, and amended the Plan by the First Amendment thereto, effective as of April 1, 2016; and

WHEREAS, Section 13.2 of the Plan reserves to the Employer the right to amend the Plan at any time through the written action or vote of the Retirement Committee; and

WHEREAS, the Employer desires to amend the Plan to eliminate the age 21 eligibility requirement of the Plan, effective as of January 1, 2017.

NOW, THEREFORE, the Plan is hereby amended effective January 1, 2017:

1. Section 2.1 (Eligibility to Participate) is hereby amended by deleting subsection (a) thereof and re-designating subsections (b) through (d) thereof as subsections (a) through (c).
2. Section 3.1 (Pre-Tax Contributions and Automatic Enrollment Feature) is amended by replacing the reference to "Section 2.1(a), (b) and (c)" with "Section 2.1(a) and (b)" in subsection (a)(ii) thereof.
3. Section 3.6(c) (Limitation on Amount and Return of Pre-Tax and Roth Contributions In Certain Instances) and Section 4.3 (Limitation on Amount of Matching Contributions For Plan Years Prior to 2016) are both amended by deleting the phrase "which requires the disaggregation of the portion of the Plan that covers employees who do not meet the requirements of Section 2.1(a) and/or (d)" in each place such phrase appears.
4. Section 4.1 (Matching Contributions) is amended by replacing the reference to Section 2.1(d) with Section 2.1(c).

IN WITNESS WHEREOF, the Employer has caused Second Amendment to be executed by its duly authorized representative as of this 10th day of November, 2016.

THE ROMAN CATHOLIC ARCHBISHOP OF
BOSTON, A CORPORATION SOLE

By: 
Sean O'Malley

Title: Archbishop of Boston

**Third Amendment
to the
Roman Catholic Archdiocese of Boston 401(k) Retirement Savings Plan
(As Amended and Restated Effective January 1, 2016)**

WHEREAS, the Roman Catholic Archbishop of Boston, a Corporation Sole (the "Employer") amended and restated the Roman Catholic Archdiocese of Boston 401(k) Retirement Savings Plan (the "Plan") effective as of January 1, 2016; and

WHEREAS, the Plan was previously amended by a First Amendment dated November 10, 2016 and effective as of April 1, 2016, and a Second Amendment dated November 10, 2016 and effective as of January 1, 2017; and

WHEREAS, Section 13.2 of the Plan reserves the right of the Employer to amend the Plan at any time through the written action or vote of the Retirement Committee; and

WHEREAS, the Employer desires to amend the Plan to restrict application of the automatic contribution feature to new hires, and for certain other purposes, effective as of January 1, 2017.

NOW, THEREFORE, the Plan is hereby amended effective as of January 1, 2017, as follows:

1. The first sentence of the third paragraph of the Preamble to the Plan is hereby amended to delete the words "or rehired" from clause (a) thereof.
2. The first sentence of Section 2.4 of the Plan is hereby amended to delete the words "Section 1.49" and replace them with "Section 1.47" therein.
3. The first sentence of Section 3.1(a)(ii) of the Plan is hereby amended to delete the words "or Reemployment Date" from clause (B) thereof.
4. Section 3.1(a)(ii) of the Plan is hereby further amended to add the following new second sentence thereto:

"For the avoidance of doubt, for purposes of clause (B) of the preceding sentence, an Eligible Employee with an Employment Date on or after September 1, 2015 shall exclude rehired Employees who are treated as new Employees upon rehire for other purposes of the Plan, including but not limited to for purposes of Section 1.47 of the Plan."

5. Section 8.4 is hereby amended to delete the words "Section 1.49" and replace them with "Section 1.47" therein.

IN WITNESS WHEREOF, the Employer has caused this Third Amendment to be executed by its duly authorized representative as of this 14th day of December, 2016.

THE ROMAN CATHOLIC ARCHBISHOP OF BOSTON, A
CORPORATION SOLE

By: Sean P. O'Malley
Sean P. O'Malley

Title: Archbishop of Boston