Amendment to the Hampshire College 403(b) Retirement Plan

May 17, 2018

Whereas, Trustees of Hampshire College (the "Employer") adopted the Hampshire College 403(b) Retirement Plan (the "Plan") for the benefit of its employees, originally effective as of May 1, 1966; and,

Whereas, the Plan was thereafter amended from time to time, including a complete restatement effective as of January 1, 2009 and an increase of the Employer’s contribution to 9.5% (10% on wages over the Social Security taxable wage base) effective as of January 1, 2012, and

Whereas, the Employer wishes to further temporarily amend the Plan,

Now, therefore, pursuant to the power reserved to the Employer in Article IX of the Plan, the first paragraph of Election 22(f) of the Plan’s Adoption Agreement is hereby amended in its entirety to read as follows, effective July 1, 2018:

“(f) [X] Describe: If the Participant makes employee contributions in the applicable amount based on Years of Service (as defined for purposes of Eligibility), the Employer will contribute 8.0% of compensation. The employee contribution required in order to obtain an Employer contribution is 3% of Compensation if the Participant has less than 3 Years of Service, and 5% of Compensation if the Participant has 3 or more Years of Service.”

(Two following paragraphs not modified)

IN WITNESS WHEREOF, the Employer, by its duly authorized officer, has caused this Amendment to be executed this 23 day of May, 2018.

TRUSTEES OF HAMPshire COLLEGE

by

Vice President for Finance
and Administration and Treasurer
HAMPShIRE COLLeGE 403(b) RETIREMENT PLAN

SUMMARY OF MATERIAL MODIFICATIONS

The amount of the College's contribution to the Hampshire College 403(b) Retirement Plan (referred to as the "Plan") has been amended as follows, effective as of July 1, 2018:

If you are eligible for purposes of the College's contributions under the Plan (see Q & A 1 and 2 of the Summary Plan Description) and you make employee contributions in the applicable described below, the College will contribute 8.0% of your Compensation to the Plan.

The employee contribution required in order to obtain a College contribution is 3% of Compensation if you have fewer than 3 Years of Service and 5% of Compensation if you have 3 or more Years of Service (as defined for purposes of eligibility to participate in the College contributions to the Plan).

You should keep this notice with your copy of the Summary Plan Description.

5/33/18
Date

Plan Administrator

Vice President for Finance
and Administration and Treasurer

Plan Name: Hampshire College 403(b) Retirement Plan
Plan Number: 001
Plan Sponsor: Trustees of Hampshire College
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Amherst, MA 01002
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EIN: 04-6130872
Plan Administrator: Plan Sponsor