

**Fourth Amendment
to the
Roman Catholic Archdiocese of Boston 401(k) Retirement Savings Plan
(As Amended and Restated Effective November 1, 2017)**

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 November 1, 2017, as further amended by the First through Fourth Amendments 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 make certain changes to allow the Plan to accept rollover contributions by former Participants of benefits from the Pension Plan and Trust of the Roman Catholic Archdiocese of Boston.

NOW, THEREFORE, the Plan is hereby amended as follows effective January 1, 2022:

1. Section 2.5 is amended in its entirety to read as follows:

“2.5 Former Participants. Except as provided in Section 3.2 concerning certain Rollover Contributions, a Former Participant shall not be entitled to make any contributions to the Plan while he remains a Former Participant. Such individual, however, may continue to direct the investment of his Account as provided under Article V.”

2. So much of Section 3.2 as precedes paragraph (a) shall be amended in its entirety to read as follows:

“3.2 Rollover Contributions. An Eligible Employee may elect, subject to the approval of the Plan Administrator, to make a Rollover Contribution to the Plan. In addition, effective January 1, 2022, a Former Participant who retains an Account under the Plan with a balance in excess of \$5,000 may elect, subject to the approval of the Plan Administrator, to make a Rollover Contribution to the Plan of any eligible rollover distribution from the Pension Plan and Trust of the Roman Catholic Archdiocese of Boston. Rollover Contributions shall be made only to the extent permitted under Code Section 402(c) and other applicable Code sections and related rulings and regulations. A Rollover Contribution shall be subject to the following rules:”.

3. Section 3.2(f) is amended in its entirety to read as follows:

“(f) A Rollover Contribution is subject to separate accounting. The Rollover Contribution shall be invested at the Employee’s or Former Participant’s discretion in accordance with Article V.”

IN WITNESS WHEREOF, the Employer has caused this Fifth Amendment to be executed pursuant to Retirement Committee action of December 16, 2021.

THE ROMAN CATHOLIC ARCHBISHOP OF
BOSTON, A CORPORATION SOLE

By: 
His Eminence Cardinal Sean P. O'Malley,
OFM Cap., Archbishop of Boston