

THE UNIVERSITY OF NORTH CAROLINA

SECTION 403(b) PLAN DOCUMENT

AMENDMENT NO. 2019-1

WITNESSETH:

WHEREAS, The University of North Carolina 403(b) Plan (the "Plan"), a defined contribution pension plan under the Internal Revenue Code of 1986, as amended, has heretofore been adopted by its sponsor and is now in effect in the form of a plan document that was effective December 1, 2016;

WHEREAS, pursuant to Section 9 of the Plan, The University of North Carolina, as Plan sponsor, has retained the right to amend the Plan from time to time and to terminate the Plan;

WHEREAS, The University of North Carolina believes it is necessary and in the best interest of the participants and beneficiaries of the Plan that the Plan be amended to update the hardship withdrawal procedures as permitted by law.

NOW, THEREFORE, the Plan is amended as follows:

I. Section 5.5 is amended by deleting it in its entirety and replacing it as follows:

5.5 Hardship Withdrawals.

(a) Hardship withdrawals shall be permitted under the Plan to the extent permitted by the Individual Agreements controlling the Account assets to be withdrawn to satisfy the hardship.

(b) The Individual Agreements shall provide for the exchange of information among the Employer and the Vendors to the extent necessary to implement the Individual Agreements. In determining whether the hardship withdrawal is necessary to satisfy the financial need (pursuant to Treas. Reg. § 1.401(k)-1(d)(3)), the Vendor shall obtain information from the Employer or other Vendors to determine the amount of any rollover accounts that are available to the Participant under the Plan to satisfy the financial need.

(c) Notwithstanding any Individual Agreement, the Plan only permits hardship withdrawals that satisfy the "safe harbor" standards with respect to establishing an immediate and heavy financial need (under Treas. Reg. §1.401(k)-1(d)(3)).

This Amendment No. 2019-1 shall be effective as of January 1, 2020.

IN WITNESS WHEREOF, The University of North Carolina has caused this Amendment No. 2019-1 to be executed by its duly appointed officer.

Plan Sponsor:

THE UNIVERSITY OF NORTH CAROLINA

By: Wilson

10-24-2019

Date Signed

Title: Interim President

REVIEWED BY:

JS 10/21/19

OFFICE OF LEGAL AFFAIRS