

AMENDMENT NO. 2

ASSOCIATION OF CHAMBER OF COMMERCE EXECUTIVES PROFIT SHARING PLAN

The Plan named above gives ACCE Benefit Trust the right to amend it at any time. According to that right, the Plan is amended effective January 1, 2017, as follows:

By adding the following as the tenth paragraph of subparagraph (a) under the EMPLOYER CONTRIBUTIONS SECTION of Article III:

Effective March 7, 2017, the automatic Elective Deferral Contribution shall apply to all Active Participants who are not making Elective Deferral Contributions (have not completed an Elective Deferral Agreement or elected to defer 0%). The automatic Elective Deferral Contribution will also apply on any additional specified dates as determined by the Plan Administrator to all Active Participants who are not making Elective Deferral Contributions (have not completed an Elective Deferral Agreement or elected to defer 0%).

This amendment is made an integral part of the aforesaid Plan and is controlling over the terms of said Plan with respect to the particular items addressed expressly herein. All other provisions of the Plan remain unchanged and controlling.

Unless otherwise stated on any page of this amendment, eligibility for benefits and the amount of any benefits payable to or on behalf of an individual who is an Inactive Participant on the effective date(s) stated above, shall be determined according to the provisions of the aforesaid Plan as in effect on the day before he became an Inactive Participant.

Signing this amendment, ACCE Benefit Trust, as plan sponsor, has made the decision to adopt this plan amendment. ACCE Benefit Trust is acting in reliance on its own discretion and on the legal and tax advice of its own advisors, and not that of any member of the Principal Financial Group or any representative of a member company of the Principal Financial Group.

Signed this 3rd day of February, 2017.

ACCE BENEFIT TRUST

By 

President/Chairman  
Title