

AMENDMENT NO. 2

ASSOCIATION OF CHAMBER OF COMMERCE EXECUTIVES
DEFERRED COMPENSATION PLAN

The Plan named above gives the Employer the right to amend it at any time. According to that right, the Plan is amended effective May 1, 2016, as follows:

By striking the QUALIFYING DISTRIBUTION EVENTS PAYMENT OPTIONS AND TIMING SECTION under Section 6 and substituting the following:

Section 6. Qualifying Distribution Events Payment Options and Timing:

6.1 Payment Options and Timing. A Participant or their Beneficiary may elect from the following payment options due to (i) a separation from Service other than retirement; (ii) a separation from Service due to retirement; (iii) death; or (iv) disability;

- (a) A lump sum in cash as soon as practicable following the date of the Qualifying Distribution Event.
- (b) A fixed period installment option. The fixed period installment option is an optional form of benefit under which the Participant elects to receive substantially equal installment payments over a fixed period of whole years. Each installment payment may be paid in annual, semi-annual, quarterly, or monthly installments as elected by the Participant.
- (c) A fixed payment installment option. The fixed payment installment option is an optional form of benefit under which the Participant elects to receive a specified dollar amount each year. Each installment payment may be paid in annual, semi-annual, quarterly, or monthly installments as elected by the Participant.

The Participant or Beneficiary shall elect both the timing and method under which the balance in the Deferred Compensation Account will be distributed from among the designated payment options. Payment shall be made in the manner elected by the Participant or Beneficiary and shall commence as soon as practicable following the Qualifying Distribution Event (unless the Participant or Beneficiary has elected to defer the commencement of payment to a future date). A Participant may make an election as to timing and payment options at any time before the date benefits begin, but not later than 90 days after severance of employment. A Participant may make an election for death benefits as to timing and payment options at any time before he dies. If the Participant has not made an election as to timing and payment options for the death benefit payable to the Beneficiary, the Beneficiary may make an election at any time before the date benefits begin, but not later than 90 days after the Participant dies. The Participant may elect a different method of payment for each Qualifying Distribution Event. If the Participant or Beneficiary elects the installment payment option, the payment of each installment shall be made on the anniversary of the date of the first installment payment, and the amount of the installment shall be adjusted on such anniversary for credits or debits to the Participant's account pursuant to Section 8 of the Plan. Such adjustment shall be made by dividing the balance in the Deferred Compensation Account on such date by the number of installments remaining to be paid hereunder; provided that the last installment due under the Plan shall be the entire amount credited to the Participant's account on the date of payment. In the event the Participant or Beneficiary fails to make a valid election of the payment method or timing of benefits within 90 days following a Qualifying Distribution Event, the distribution will be made in a single lump sum payment as soon as practicable following the 90-day period.

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.

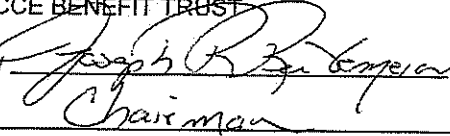
Unless otherwise stated on any page of this amendment, eligibility for benefits and the amount of any benefits payable to or on behalf of an individual who is an Inactive Participant on the effective date(s) stated above, shall be determined according to the provisions of the aforesaid Plan as in effect 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 13th day of April, 2016.

ACCE BENEFIT TRUST

By



Chairman

Title