

BOWDOIN COLLEGE RETIREMENT PLAN

~~July 1, 2013, and subsequently amended.~~

FOURTH AMENDMENT

The Bowdoin College Retirement Plan (the "Plan") was last amended and restated generally effective July 1, 2013, and subsequently amended. The Plan is hereby amended in the following respects.

1. The terms used in this Amendment shall have the meanings set forth in the Plan unless the context indicates otherwise.

2. Section 3.1 is amended to read in its entirety as follows:

3.1 *Amount of Contributions.*

(a) For each Plan Year, except as provided in subsection (b), the Employer shall contribute to the Plan on behalf of each Participant the sum of the amounts determined in accordance with clauses (i) and (ii) below or, if applicable, the amount determined under clause (iii):

(ii) For pay periods beginning on or after September 1, 2020 for Participants