

AMENDMENT NO. 17-1
TO THE
RULES AND REGULATIONS
OF THE
MEBA 401(k) PLAN

At their February 23, 2017 meeting, the Trustees of the MEBA 401(k) Plan (the "Plan") approved changes to the Plan's Rules and Regulations as set forth below:

1. Effective March 2, 2017, Article VI, Section 6.10 (b) shall be amended to read as follows:

(b) Availability

Loans shall be made available to all Participants (including alternate payees under a qualified domestic relations order as defined in Code Section 414(p) and former Employees, but excluding Beneficiaries) on a reasonably equivalent basis, except that the Plan Administrator may make reasonable distinctions based upon the loan applicant's credit-worthiness or other obligations, state law restrictions affecting deductions for repayment, and other factors that may adversely affect the ability to assure timely repayment. The Plan Administrator may reduce or refuse a requested loan where it determines that timely repayment of the loan is not assured. No more than ~~one~~ *two* loans shall be outstanding at any time.

2. Effective March 2, 2017, Article VI, Section 6.10 (i) shall be amended to read as follows:

(i) Refinancing

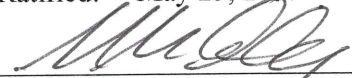
No loan may be made to a Participant to the extent that at the time such loan is requested, there ~~are~~ *is* outstanding ~~two~~ *a* prior loans made to the Participant under this Plan. Notwithstanding the preceding, a Participant may refinance an existing loan if (i) the Participant's loan is still in active status on or before its original maturity date (i.e., payments are still being made on the loan and it is not in default); and (ii) the maturity date of the refinanced loan is less than five years from the date of commencement of the original loan. If the original loan was used to acquire the principal residence of the Participant, the loan may be refinanced if the condition of (i) above is satisfied, even if the maturity date of the original loan is greater than five (5) years.

Adopted in Principle: February 23, 2017

Effective Date: March 2, 2017

Language Approved: February 23, 2017

Ratified: May 25, 2017



H. Marshall Ainley, Chairman



Edward Hanley, Secretary