

**FIRST AMENDMENT
to the
BOWDOIN COLLEGE RETIREMENT PLAN
JULY 1, 2013 AMENDMENT AND RESTATEMENT**

The Bowdoin College Retirement Plan (the "Plan") was last amended and restated generally effective July 1, 2013. 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(a) is amended to read as follows:

(a) An amount determined in accordance with the following schedule:

Participant's Age	Amount of Contribution
26 to 49	Ten and twelve one-hundredths percent (10.12%) of such Participant's Compensation
50 or Older	Twelve and thirteen one-hundredths percent (12.13%) of such Participant's Compensation

For purposes of this subsection (a):


(i) a Participant's age shall be determined as of the later of (A) the last day of each pay period, or (B) the date he or she commences participation in the Plan; and

(ii) with respect to the Plan Year in which the Participant attains age 50, if the Participant commenced participation in the Plan prior to attaining age 50 the amount of the contribution shall be equal to the sum of (A) 10.12% of the Participant's Compensation for pay periods beginning prior to the pay period in which he or she attends age 50, and (B) 12.13% of the Participant's Compensation for the pay period in which he or she attains age 50 and subsequent pay periods.

3. This Amendment shall be effective as of January 1, 2016.

IN WITNESS WHEREOF, the Employer has caused this Amendment to be executed this 22nd day of January, 2016.

BOWDOIN COLLEGE

By: 
Its Senior Vice President for Finance and Administration & Treasurer