

**4. CONTRIBUTION TYPES**

(1.12). The Employer and/or Participants, in accordance with the Plan terms, make the following contributions to the Plan (*Choose (a) or (b).*):

- (a)  **Pre-Tax Elective Deferral Contributions.** See Section 3.02.
  - (1)  **Roth Deferral Contributions.** See Section 3.02(F). [*Note: The Employer may not limit Elective Deferrals to Roth Deferrals only.*]
- (b)  **None (Frozen Plan).** The Plan was/will be frozen effective as of: \_\_\_\_\_. See Sections 3.01(F) and 9.04.

**10. IN-PLAN ROTH ROLLOVER CONTRIBUTIONS**

(3.08(E)). The following provisions apply regarding In-Plan Roth Rollover Contributions (*Choose (a) or (b); leave blank if Election 4(a)(1) is not selected.*):

- (a)  **Not Applicable.** The Plan does not permit In-Plan Roth Rollover Contributions.
- (b)  **Applies.** The Plan permits In-Plan Roth Rollover Contributions to the extent permitted by the Investment Arrangement Documentation with regard to the following amounts. (*Choose one or both of (1) and (2).*)
  - (1)  **Otherwise Distributable Amounts.** This provision is effective the later of September 28, 2010, the Plan or Restatement Effective Date, or 01/01/2011 (*Enter later effective date if applicable.*)
  - (2)  **Otherwise Nondistributable Amounts.** This provision is effective the later of January 1, 2013, the Plan or Restatement Effective Date, or \_\_\_\_\_ (*Enter later effective date if applicable.*)

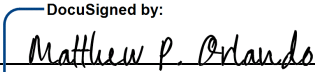
**PLAN EXECUTION**

**Plan Name:** Bowdoin College Tax Deferred Annuity Plan

**Employer:** Bowdoin College

2/28/2020

**Date:** \_\_\_\_\_

**Signed:**  \_\_\_\_\_

**Name:** Matthew P. Orlando

**Title:** Senior Vice President for Finance and Administration

**Use of Adoption Agreement.** Failure to complete properly the elections in this Adoption Agreement may result in disqualification of the Employer’s Plan. The Employer may use this Adoption Agreement only in conjunction with the Fidelity Workplace Services LLC Non-ERISA 403(b) Volume Submitter Plan (basic plan document #22).

**Execution for Amendment of Elections Only.** If the chart below is completed, this Execution Page documents an amendment to the Adoption Agreement Election(s) shown in the chart below, effective as of the respective Effective Date(s) shown in the chart below. The amended Election(s) are attached hereto.

Adoption Agreement Election	Effective Date
Election 4 – Contribution Types	01/01/2011
Election 10 – In-Plan Roth Rollover Contributions	01/01/2011

The Employer should retain all amended Adoption Agreement Election(s) and Execution Page(s).

**Volume Submitter Practitioner.** Fidelity Workplace Services LLC is the Volume Submitter Practitioner. The Practitioner will notify all adopting Employers of any amendment to this Volume Submitter Plan or of any abandonment or discontinuance by the Practitioner of its maintenance of this Volume Submitter Plan. Furthermore, in order to be eligible to receive such notification, the Employer agrees to notify the Practitioner of any change in address or contact information. In addition, this Plan is provided to the Employer either in connection with investment in a product or pursuant to a contract or other arrangement for products and/or services offered by the Practitioner or an affiliate thereof. Upon cessation of such investment in a product or cessation of such contract or arrangement, as applicable, the Employer is no longer considered to be an adopter of this Plan and the Practitioner no longer has any obligations to the Employer that relate to the adoption of this Plan. For inquiries regarding the adoption of the Volume Submitter Plan, the Practitioner’s intended meaning of any Plan provisions or the effect of the Advisory Letter issued to the Practitioner, please contact the Practitioner at the following address: Fidelity Workplace Services LLC, 245 Summer Street, Boston, MA 02110, and telephone number: 888-502-7526.