

FOURTH AMENDMENT TO
SOUTH CENTRAL CONNECTICUT REGIONAL WATER
AUTHORITY SALARIED EMPLOYEES' RETIREMENT PLAN

THIS AMENDMENT is made this 16th day of April, 2020, by the SOUTH CENTRAL CONNECTICUT REGIONAL WATER AUTHORITY (the "Authority"), for the purpose of amending its Salaried Employees' Retirement Plan,

W I T N E S S E T H :

WHEREAS, by instrument executed on November 21, 2013, the Authority adopted an amended and restated Salaried Employees' Retirement Plan, effective as of January 1, 2013 (the "Plan"); and

WHEREAS, by instrument executed on November 16, 2016, the Authority adopted the First Amendment to the Plan, effective as of November 16, 2016; and

WHEREAS, by instrument executed on April 19, 2018, the Authority adopted the Second Amendment to the Plan, effective as of April 19, 2018; and

WHEREAS, by instrument executed on August 16, 2018, the Authority adopted the Third Amendment to the Plan, effective as of August 16, 2018; and

WHEREAS, the Authority reserved the right to amend the Plan in Section 11.01 thereof; and

WHEREAS, the Authority now wishes to recognize Linda Discepolo for her many years of meritorious service as an employee of the Authority and amend the Plan in the particulars set forth below;

NOW, THEREFORE, the Authority does hereby amend the Plan as follows:

1. The Plan is hereby amended to incorporate a new Appendix D, *Benefits for Linda Discepolo*, as follows:

“APPENDIX D
BENEFITS FOR LINDA DISCEPOLO

Any provision in the Plan to the contrary notwithstanding, in recognition of her many years of meritorious service as an employee of the Authority, for purposes of computing the Accrued Benefit of Participant Linda Discepolo under the Plan:

(a) The Authority shall increase by five (5) years the actual years of Continuous Service and Credited Service earned by such Participant, based upon her anticipated termination from employment (retirement) with the Authority effective August 31, 2020.

(b) The enhancements provided in paragraph (a) of this Appendix D, as applicable, shall apply in computing such Participant’s Accrued Benefit under Section 5.01 (calculation of her normal retirement benefit), determining (if necessary) the vested percentage of her benefit under the Plan, and, if applicable, computing her Disability benefits under Sections 3.03 and 5.02, but shall not apply for purposes of computing her Cash Balance Benefit under Section 5.10.”

IN WITNESS WHEREOF, the Authority hereby executes this Fourth Amendment on the day and year first above written.

SOUTH CENTRAL CONNECTICUT
REGIONAL WATER AUTHORITY

By _____
Anthony DiSalvo
Its Chairperson