

FIFTH AMENDMENT TO
AUTHORITY VOLUNTARY INVESTMENT PLAN

This Amendment is made this _____ day of _____, 2019, by the South Central Connecticut Regional Water Authority (the “Authority”), a public corporation constituting a public instrumentality and political subdivision of the State of Connecticut, for the purpose of amending the Authority Voluntary Investment Plan (the “Plan”).

W I T N E S S E T H:

WHEREAS, by written Plan instrument dated November 21, 2013, the Authority has amended and restated the Plan, effective except where otherwise indicated as of January 1, 2013; and

WHEREAS, by written Plan instrument dated June 19, 2014, the Authority has amended the Plan pursuant to the First Amendment thereto, effective as of the dates set forth therein; and

WHEREAS, by written Plan instrument dated May 21, 2015, the Authority has amended the Plan pursuant to the Second Amendment thereto, effective except where otherwise indicated as of July 1, 2015; and

WHEREAS, by written Plan instrument dated April 20, 2017, the Authority has amended the Plan pursuant to the Third Amendment thereto, effective except where otherwise indicated as of May 1, 2017; and

WHEREAS, by written Plan instrument dated May 16, 2019, the Authority has amended the Plan pursuant to the Fourth Amendment thereto, effective as of June 1, 2019; and

WHEREAS, the Authority wishes to further amend the Plan in the particulars set forth below; and

WHEREAS, the Authority reserved the right to amend the Plan in Section 14.1 thereof;

NOW, THEREFORE, the Authority hereby amends the Plan as follows, effective as of June 1, 2019:

1. Section 3.1(a) of the Plan is hereby amended by adding the following sentence at the end thereof:

“Notwithstanding the first sentence of this Section 3.1(a) or any other provision of the Plan to the contrary, effective June 1, 2019 and solely for the purpose of determining eligibility to receive an allocation of any additional discretionary non-elective Employer Contributions provided by the Authority under Section 4.4(a), each Participant who is a Salaried Management Employee shall be eligible to receive an allocation of any additional discretionary non-elective Employer Contributions under Section 4.4(a), without being required to complete ½ Year of Service, provided he satisfies the allocation

requirements applicable under Section 4.4(a) to Participants who are Salaried Management Employees.”

2. Section 3.1(b)(2) of the Plan is hereby amended by adding the following sentence at the end thereof:

“Notwithstanding the provisions of Section 3.1(b)(1), the second sentence of this Section 3.1(b)(2) or any other provision of the Plan to the contrary, effective June 1, 2019 and solely for the purpose of determining eligibility to receive an allocation of any additional discretionary non-elective Employer Contributions provided by the Authority under Section 4.4(a), each Participant who is a Union Employee shall be eligible to receive an allocation of any additional discretionary non-elective Employer Contributions under Section 4.4(a), without being required to complete ½ Year of Service, provided he satisfies the allocation requirements applicable under Section 4.4(a) to Participants who are Union Employees.”

3. Section 3.1(c) of the Plan is hereby amended by adding the following sentence at the end thereof:

“Notwithstanding the first sentence of this Section 3.1(c) or any other provision of the Plan to the contrary, effective June 1, 2019 and solely for the purpose of determining eligibility to receive an allocation of any additional discretionary non-elective Employer Contributions provided by the Authority under Section 4.4(a), each Participant who is a Police Union Employee shall be eligible to receive an allocation of any additional discretionary non-elective Employer Contributions under Section 4.4(a), without being required to complete ½ Year of Service, provided he satisfies the allocation requirements applicable under Section 4.4(a) to Participants who are Police Union Employees.”

4. The penultimate sentence of Section 4.4(a) of the Plan is hereby amended in its entirety to read as follows:

“Any additional discretionary non-elective Employer Contributions for a fiscal year shall be allocated among such eligible Participants in proportion to the Compensation received by each of them during the fiscal year ending within the Plan Year, provided that only Compensation received by each such Participant on or after his Entry Date used for the purpose of determining eligibility to receive any such allocation (that is, the first day of the month which coincides with or follows the date he first is classified as a Salaried Management Employee, a Union Employee or a Police Union Employee, as applicable) shall be taken into account.”

5. Except as hereinabove modified and amended, the Plan shall remain in full force and effect.
6. This Amendment is effective June 1, 2019.

(signature page to follow)

In Witness Whereof, the Authority hereby executes this Fifth Amendment on the day and year first above written.

SOUTH CENTRAL CONNECTICUT
REGIONAL WATER AUTHORITY

By _____
Anthony DiSalvo
Its Chairperson