

**AMENDMENT TO THE  
UMATILLA-MORROW HEAD START, INC. 403(B) PLAN ONE  
ADOPTION AGREEMENT**

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BY THIS AGREEMENT, Umatilla-Morrow Head Start, Inc. 403(b) Plan One Adoption Agreement (herein referred to as the "Plan") is hereby amended as follows, effective as of January 1, 2016:

35. **VESTING SCHEDULE (5.03)**. A Participant has a 100% Vested interest at all times in his/her Accounts attributable to Elective Deferrals, QNECs, Employee Contributions, Safe Harbor Contributions (other than QACA Safe Harbor Contributions), and Rollover Contributions. The following vesting schedules apply to Matching Contributions and to Nonelective Contributions, except as otherwise provided.

- **The following modified schedule applies to Employees that were not Eligible for the Matching Contributions and Nonelective Contributions prior to January 2, 2016:**

Years of Service	Percentage
Less than 1	0%
1	20%
2	40%
3	60%
4	80%
5	100%