

Resolution for the Adoption of the North American Division Conference Locally-Funded Employee Policy (511-11N)

The 2010 Year End Meeting of the North American Division approved guidelines relating to the status of locally-funded employees and the benefits to which such employees were entitled. Pursuant to this action, employers were permitted to execute a resolution by which adopting employers would indicate their election to follow such guidelines.

The 2011 Year End Meeting of the North American Division modified these guidelines and adopted them as a policy. This policy now requires that each employer participating in the Adventist Retirement Plan (“Plan”) must adopt a new resolution identifying the contributions that it will make to the Plan on behalf of its employees under the 2011 policy. This resolution, which cannot be amended or revoked by unilateral employer action, applies to all employees, including locally-funded employees who either are currently or were in the past paid pursuant to a local or courtesy payroll.

_____ (“Employer”) hereby agrees to implement the terms of this Resolution as part of its operating and employment policies.

All Employees, Except for Early Childhood Education Center Employees

The Employer hereby agrees to provide contributions to the Plan on behalf of all employees who meet the Plan’s eligibility requirements, except for Early Childhood Education Center (“ECEC”) employees, in accordance with the terms of the Option selected below:

_____ Option A-One

By adopting Option A-One, the Employer agrees that all employees who meet the Plan’s eligibility criteria (whether currently on regular, courtesy, or local payrolls), will be eligible for **employer basic** and **employer matching** contributions only if they are working on at least a half-time basis effective as of the implementation date set out below.

_____ Option A-Two

By adopting Option A-Two, the Employer agrees that all employees who meet the Plan’s eligibility criteria (whether currently on regular, courtesy, or local payrolls) will be eligible for **employer basic** contributions only if they are working full-time. Employees working less than full-time (including part-time employees working more than half-time who are currently receiving **employer basic** contributions) are not eligible for employer basic contributions effective as of the implementation date set out below.

In addition, by adopting Option A-Two, the Employer agrees that all employees who meet the Plan’s eligibility criteria (whether currently on regular, courtesy, or local payrolls), including employees working less than half-time, will be eligible for **employer matching** contributions effective as of the implementation date set out below.

Early Childhood Education Centers (“ECEC”) Employees

The Employer hereby agrees to provide contributions to the Plan on behalf of all ECEC employees who meet the Plan’s eligibility criteria in accordance with the terms of the Option selected below:

_____ **Option B-One**

By adopting Option B-One, the Employer agrees that all eligible exempt (salaried) and non-exempt (hourly) ECEC employees will be eligible for **employer basic** and **employer matching** contributions in accordance with the Option selected above for non-ECEC employees (Option A-One or Option A-Two), effective as of the implementation date noted below.

_____ **Option B-Two**

By adopting Option B-Two, the Employer agrees that no **employer basic** or **employer matching** contributions will be made to any ECEC employee effective as of the implementation date noted below.

Implementation Date

The implementation date of this Resolution is _____.

Note: The implementation date indicated above must be no earlier than January 1, 2012 and no later than December 31, 2013.

By signing below, the Employer acknowledges and certifies the following:

- **Resolution Date:** The date the governing body of the Employer approved this Resolution is _____. Note: The resolution date indicated must be no later than July 1, 2012.
- This Resolution will remain in force and effect unless and until the North American Division adopts new retirement benefit policies authorizing the amendment or termination of this Resolution.
- The North American Division has not authorized any grandfather provisions allowing certain employees to remain under other retirement contribution policies.
- This Resolution must be executed unedited and without employer-initiated changes.
- At all times prior to the implementation date indicated above, the Employer must continue to make contributions in accordance with the terms of the Plan; provided, however, that an Employer that adopted a resolution pursuant to the 2010 guidelines must make contributions to the Plan in accordance with the terms of such resolution.

[Employer]

By: _____

Its: _____

Date signed: _____, 20__