



Individually designed Plan Amendment

434798

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The electronic signature(s) received by the Principal Life Insurance Company (Principal Life) are in compliance with the electronic signature procedures established by Principal Life.

Mark A. Funaro

Mark A. Funaro
Asst Director - Document Svcs
Principal Life Insurance Company

This Document was Electronically Signed By:
DAVID MELDRUM-GREEN 12/06/2016 4:29 PM

AMENDMENT NO. 3

RELIANT MISSION
401(k) RETIREMENT SAVINGS PLAN

The Plan named above gives the Employer the right to amend it at any time. According to that right, the Plan is amended effective January 1, 2017, as follows:

By striking the seventh paragraph in subparagraph (a) in the EMPLOYER CONTRIBUTIONS SECTION of Article I and substituting the following:

The Plan provides for an automatic election to have Elective Deferral Contributions mad. The automatic Elective Deferral Contributions shall be Pre-tax Elective Deferral Contributions and shall be a flat dollar amount of \$50.00. The automatic Elective Deferral Contributions shall be automatically increased as soon as administratively feasible on or after each January 1 by \$10.00 up to a maximum automatic Elective Deferral Contributions of \$150.00. The Participant may affirmatively elect a different percentage or amount or elect not to make Elective Deferral Contributions, and may elect to designate all or any portion of his Elective Deferral Contributions as Roth Elective Deferral Contributions.

This amendment is made an integral part of the aforesaid Plan and is controlling over the terms of said Plan with respect to the particular items addressed expressly herein. All other provisions of the Plan remain unchanged and controlling.

Unless otherwise stated on any page of this amendment, eligibility for benefits and the amount of any benefits payable to or on behalf of an individual who is an Inactive Participant on the effective date(s) stated above, shall be determined according to the provisions of the aforesaid Plan as in effect on the day before he became an Inactive Participant.

Signing this amendment, the Employer, as plan sponsor, has made the decision to adopt this plan amendment. The Employer is acting in reliance on its own discretion and on the legal and tax advice of its own advisors, and not that of any member of the Principal Financial Group or any representative of a member company of the Principal Financial Group.

Signed this _____ day of _____, _____.

RELIANT MISSION INC.

By _____

Title