



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 01/04/2016 10:10 AM

AMENDMENT NO. 2

GCM 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, 2016, as follows:

By striking the Plan Name from the TITLE PAGE and substituting the following:

RELIANT MISSION
401(k) RETIREMENT SAVINGS PLAN

By striking the definition of Primary Employer in the DEFINITIONS SECTION of Article I and substituting the following;

Primary Employer means Reliant Mission Inc.

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