

Amendment to the Plan Document for the NC 401(k) Plan
March 21, 2019

I. Hardship Withdrawal Relief for Hurricanes Florence and Michael: Sections 7.07(f)(iv) and (v) are added as provided below:

7.07 IRS Relief Events

- (a) This Section 7.07 is intended to implement the relief granted to Relief Members pursuant to the IRS Announcements for the Relief Events as described in Section 7.07(f).
- (b) To the extent that a hardship withdrawal described in Section 7.02 is elected by a Relief Member, as defined below, because of a hardship resulting from the applicable Relief Event (a “Relief Withdrawal”), the hardship withdrawal provisions of the Plan set forth in Section 7.02 are modified to adopt the liberalized hardship withdrawal standards and procedural requirements set forth in the applicable IRS Announcement. For purposes of clarity, a Relief Member electing a Relief Withdrawal shall not be required to take a loan prior to taking a Relief Withdrawal and shall not be restricted in making contributions based on a Relief Withdrawal. Also, for purposes of clarity, a Relief Withdrawal shall otherwise continue to be subject to the requirements of Sections 7.02. A Relief Withdrawal will be treated as a hardship withdrawal for all purposes under the Code except as otherwise provided herein or by law.
- (c) A “Relief Member” is a Member whose:
 - (i) Principal residence on the Applicable Date was located in one of the counties that have been identified for individual assistance by the Federal Emergency Management Agency (“FEMA”) because of the devastation caused by the applicable Relief Event (“Covered Areas”);
 - (ii) Place of employment was located in one of the Covered Areas on the Applicable Date; or
 - (iii) Lineal ascendant or descendant, dependent or spouse had a principal residence or place of employment in one of the Covered Areas on the Applicable Date.
- (d) The Primary Administrator will (i) make a good faith effort to comply with the Plan's procedural requirements for hardship withdrawals made by Relief Members; (ii) make a reasonable attempt to assemble any missing documentation as soon as practicable; and (iii) otherwise act consistent with the applicable IRS Announcement.

(e) This Section 7.07 applies to hardship distributions made to Relief Members on or after the Applicable Date and no later than the Ending Date.

(f) Relief Events and Definitions.

(i) Hurricane Matthew

Relief Event: Hurricane Matthew

IRS Announcement: Internal Revenue Service Announcement 2016-39

Applicable Date: October 4, 2016 (or October 3, 2016 for Florida or the incident date as specified by FEMA, as applicable)

Ending Date: March 15, 2017

(ii) Hurricane Harvey

Relief Event: Hurricane Harvey

IRS Announcement: Internal Revenue Service Announcement 2017-11

Applicable Date: August 23, 2017 (or the incident date as specified by FEMA)

Ending Date: January 31, 2018

(iii) Hurricane Irma

Relief Event: Hurricane Irma

IRS Announcement: Internal Revenue Service Announcement 2017-13

Applicable Date: September 4, 2017 (or the incident date as specified by FEMA)

Ending Date: January 31, 2018

(iv) Hurricane Florence

Relief Event: Hurricane Florence

IRS Announcement: Internal Revenue Service Announcements 2018-236 and 2017-15 and *Federal Register*, Vol. 83, No. 220, Wednesday, November 14, 2018, 56766

Applicable Date: September 7, 2018 for North Carolina, September 8, 2018 for South Carolina, and September 13, 2018 for Virginia (or other applicable incident date as specified by FEMA)

Ending Date: March 15, 2019

(v) Hurricane Michael

Relief Event: Hurricane Michael

IRS Announcement: Internal Revenue Service Announcements 2018-236 and 2017-15 and *Federal Register*, Vol. 83, No. 220, Wednesday, November 14, 2018, 56766

Applicable Date: October 7, 2018 for Florida, October 9, 2018 for Georgia, and October 10, 2018 for Alabama (or other applicable incident date as specified by FEMA)
Ending Date: March 15, 2019

II. Amendments to Correct Minor Errors: Sections 3.01 (e) and 9.10 are revised as provided below:

3.01 Deferred Cash Contributions

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(e) In the event that the sum of the Deferred Cash Contributions and similar contributions to any other qualified defined contribution plan maintained by the Employer exceeds the dollar limitation on elective deferrals under Section 402(g) of the Code for any calendar year as in effect for such calendar year, the Member shall be deemed to have elected a return of Tax-Deferred Contributions in excess of such limit (“excess deferrals”) from this Plan. A Member who has made both Tax-Deferred Contributions and Roth Contributions for the applicable calendar year may designate, under procedures prescribed to the Primary Administrator, whether such excess deferrals shall be attributed first to his Tax-Deferred Contributions or his Roth Contributions. In the event a Member fails to make such an election, the excess deferrals shall be attributed first to his Tax-Deferred Contribution. In the event a Member has made both Tax-Deferred Contributions and Roth Contributions for the applicable calendar year, the excess deferrals shall be first attributed to the Member’s Tax-Deferred Contributions. The excess deferrals, together with Earnings, shall be returned to the Member no later than the April 15 following the end of the calendar year in which the excess deferrals were made. In the event any Tax-Deferred or Roth Contributions returned under this paragraph (~~ee~~) were matched by Special Contributions under Section 3.02, those Special Contributions, together with Earnings, shall be forfeited and used to reduce Employer contributions.

9.10 In-Plan Roth Conversions

Effective as of December 1, 2010, a Participant who is entitled to a distribution under the term of this Article 9 may elect instead to recharacterize the amount of a distribution (except amounts attributable to Roth contributions or Roth rollover contributions) which he is requesting as an In-Plan Roth Conversion. For the avoidance of doubt, the funds held in a Participant’s Roth Account are not eligible for an In-Plan Roth Conversion under the provisions of this Section 9.10. Such recharacterized amounts shall be held in an In-Plan Roth Conversion Subaccount that has been, or that will be, established to hold such funds. For the period from December 1, 2010 through October 1, 2011 only, this Section 9.10 shall apply as well to a spouse Beneficiary of a Participant.

**Amendment to the Plan Document for the NC 457 Plan
Unforeseeable Emergency Relief for Hurricanes Florence and Michael
March 21, 2019**

Sections 5.6(c)(6)(D) and (E) are added as provided below:

(c) IRS Relief Events

(1) This Section 5.6(c) is intended to implement the relief granted to Relief Participants pursuant to the IRS Announcements for the Relief Events as described in Section 5.6(c)(6).

(2) To the extent that an unforeseeable emergency withdrawal described in Section 5.6(a) is elected by a Relief Participant, as defined below, because of a unforeseeable emergency resulting from the applicable Relief Event (a “Relief Withdrawal”), the unforeseeable emergency withdrawal provisions of the Plan set forth in Sections 5.6(a) and (b) are modified to adopt the liberalized unforeseeable emergency withdrawal standards and procedural requirements set forth in the applicable IRS Announcement. For purposes of clarity, a Relief Participant electing a Relief Withdrawal shall not be required to take a loan prior to taking a Relief Withdrawal and shall not be restricted in making contributions based on a Relief Withdrawal. Also, for purposes of clarity, a Relief Withdrawal shall otherwise continue to be subject to the requirements of Sections 5.6(a) and (b). A Relief Withdrawal will be treated as an unforeseeable emergency withdrawal for all purposes under the Code except as otherwise provided herein or by law.

(3) A “Relief Participant” is a Participant whose:

(A) Principal residence on the Applicable Date was located in one of the counties that have been identified for individual assistance by the Federal Emergency Management Agency (“FEMA”) because of the devastation caused by the applicable Relief Event (“Covered Areas”);

(B) Place of employment was located in one of the Covered Areas on the Applicable Date; or

(C) Lineal ascendant or descendant, dependent or spouse had a principal residence or place of employment in one of the Covered Areas on the Applicable Date.

(4) The Third-party Administrator (or Plan Administrator, if no Third-party Administrator) will (i) make a good faith effort to comply with the Plan's procedural requirements for unforeseeable emergency withdrawals made by Relief Participants; (ii) make a reasonable attempt to assemble any missing documentation as soon as practicable; and (iii) otherwise act consistent with the applicable IRS Announcement.

(5) This Section 5.6 applies to unforeseeable emergency distributions made to Relief Participants on or after the Applicable Date and no later than the Ending Date.

(6) Relief Events and Definitions.

(A) Hurricane Matthew

Relief Event: Hurricane Matthew

IRS Announcement: Internal Revenue Service Announcement 2016-39

Applicable Date: October 4, 2016 (or October 3, 2016 for Florida or the incident date as specified by FEMA, as applicable)

Ending Date: March 15, 2017

(B) Hurricane Harvey

Relief Event: Hurricane Harvey

IRS Announcement: Internal Revenue Service Announcement 2017-11

Applicable Date: August 23, 2017 (or the incident date as specified by FEMA)

Ending Date: January 31, 2018

(C) Hurricane Irma

Relief Event: Hurricane Irma

IRS Announcement: Internal Revenue Service Announcement 2017-13

Applicable Date: September 4, 2017 (or the incident date as specified by FEMA)

Ending Date: January 31, 2018

(D) Hurricane Florence

Relief Event: Hurricane Florence

IRS Announcement: Internal Revenue Service Announcements 2018-236 and 2017-15 and *Federal Register*, Vol. 83, No. 220, Wednesday, November 14, 2018, 56766

Applicable Date: September 7, 2018 for North Carolina, September 8, 2018 for South Carolina, and September 13, 2018 for Virginia (or other applicable incident date as specified by FEMA)

Ending Date: March 15, 2019

(E) Hurricane Michael

Relief Event: Hurricane Michael

IRS Announcement: Internal Revenue Service Announcements 2018-236 and 2017-15 and *Federal Register*, Vol. 83, No. 220, Wednesday, November 14, 2018, 56766

Applicable Date: October 7, 2018 for Florida, October 9, 2018 for Georgia, and October 10, 2018 for Alabama (or other applicable incident date as specified by FEMA)

Ending Date: March 15, 2019