FIRST AMENDMENT TO
THE OHIO STATE UNIVERSITY
ALTERNATIVE RETIREMENT PLAN

WHEREAS, The Ohio State University (the “Employer”) maintains The Ohio State University Alternative Retirement Plan, amended and restated effective January 1, 2016 (the “Plan”);

WHEREAS, pursuant to Section 8.3 of the Plan, the Employer has the right to amend the Plan; and

WHEREAS, the Employer desires to amend the Plan as described herein.

NOW, THEREFORE, effective as of June 22, 2020 (the “Effective Date”), the Employer hereby amends the Plan as follows:

1. The following paragraph is hereby added to the end of Section 1.10 of the Plan:

   Effective June 22, 2020, this Section 1.10 is not applicable, Participants vest immediately.

2. Section 1.14 is hereby deleted in its entirety and replaced with the following:

   Section 1.14. Employer Account Vesting on Termination

   A Participant’s Employer Account shall be 100% vested at all times.

3. Capitalized terms not otherwise defined in this First Amendment shall have the meanings ascribed to them in the Plan.

4. All other terms and conditions of the Plan shall remain in full force and effect.

IN WITNESS WHEREOF, the Employer hereby adopts this First Amendment effective as of the Effective Date.

THE OHIO STATE UNIVERSITY

By: Michael Papadakis
Title: Senior Vice President for Business and Finance and Chief Financial Officer

Date: 2.11.2020