

RESOLUTION ADOPTING AMENDMENT TO
North Bay Cooperative Library System

DEFERRED COMPENSATION PLAN

Resolution # 507

WHEREAS, the North Bay Cooperative Library System

(hereinafter "Employer") heretofore established the North Bay Cooperative Library System
Deferred Comp. Plan (hereinafter "Plan"); and

WHEREAS, the Employer desires to amend the Plan to conform with the final 457 Treasury regulations ("regulations") issued in July 2003; and

WHEREAS, this amendment is intended as good faith compliance with the requirements of the regulations, and

NOW THEREFORE, BE IT RESOLVED, that, effective November 6, 2003, the Employer hereby amends the Plan by:

A. replacing section 2.3 with the following:

" 2.3 Agreement Effective Date

In general, an Employee must complete and file with the Employer a Participation Agreement prior to the month deferrals begin. Notwithstanding this requirement, the Employer may establish a cutoff date for receiving Participation Agreements as long as the cutoff is no later than the deadline provided in section 1.457-4(b) of the final 457 regulations and the cutoff date is applied in a nondiscriminatory manner. Thereafter, during each month in which the Employee is a Participant in the Plan, that portion of his said Compensation which is specified by the Employee in the Participation Agreement, shall be deferred and paid in accordance with the provisions of this Plan."

B. deleting the following portion of section 2.6 and renumbering section 2.6(d) and 2.6(e) as 2.6(c) and 2.6(d) respectively:

"(c) The pre-retirement catch-up provision may not be used during the calendar year that the Participant ceases to be an Employee."

C. replacing section 4.2, 7.1 and 7.2 with the following:

"4.2 Unforeseeable Emergency Distribution

A Participant may apply for a lump sum withdrawal of funds from the Plan in the event of an unforeseeable emergency. The Employer will evaluate the request for conformity with its interpretation of the applicable regulations. The decision of the Employer concerning whether an unforeseen emergency exists shall be final.

As it deems necessary, the Employer may require such documentation from the other plan to effect the transfer, to confirm that such plan is an Eligible Deferred Compensation Plan within the meaning of Code Section 457(b) and to assure that transfers are provided for under such plan. Such transfers shall be made only under such circumstances as are permitted under Code Section 457 and the applicable regulations."

IN WITNESS WHEREOF, the Employer has executed this Plan Amendment this

6th day of November, 2003.



North Bay Cooperative Library System
(Name of Employer)

by *Ernie DeMille*

Its Chair, Board of Directors
(Title)

Attest:
Administrator
(Title)

Annette Mulligan DeBarr
(Witness)