

FIRST AMENDMENT TO THE ACCG 401(a) DEFINED CONTRIBUTION PLAN FOR EMPLOYEES OF DOUGLAS COUNTY

THIS AMENDMENT is made and entered into by Douglas County Board of Commissioners (the "Employer").

WITNESSETH:

WHEREAS, the Employer maintains the Association County Commissioners of Georgia 401(a) Defined Contribution Plan (the "Plan") for Douglas County Employees for the benefit of its eligible employees;

WHEREAS, the Employer adopted the Plan through an Adoption Agreement;

WHEREAS, Section 12.01 of the Plan allows the Employer to amend the elective provisions of the Adoption Agreement; and

WHEREAS, the Employer desires to amend the Adoption Agreement to conform the Plan document with provision of the prior plan document; and

WHEREAS, this Amendment shall apply only to Employees who are Elected Officials, Department Heads and Employees hired prior to January 1, 2006:

NOW, THEREFORE, the Adoption Agreement is hereby amended effective December 16, 2008 as follows:

1. The language contained in Section 6.02, Vesting Schedule, is deleted in its entirety and replaced with the following language:

6.02 VESTING SCHEDULE.

The Employer elects the following vesting schedule:

[--]	Full Years of Vesting Service With the Employer	Percent Vested in Accrued Benefit
	Less than _____ () years	0%
	_____ () years or more	100%
[X]	Full Years of Vesting Service With the Employer	Percent Vested in Accrued Benefit
	0 years	100%

IN WITNESS WHEREOF, the Employer has caused its duly authorized officer to execute this Amendment on the date noted below.

DOUGLAS COUNTY BOARD OF COMMISSIONERS

By: 

Title: CHAIRMAN

Date: 1-12-09

Accepted By: Jeanne T. Umbach
Association County Commissioners of Georgia

Date: 1-22-09