

### THIRD AMENDMENT

The Bowdoin College Retirement Plan (the "Plan") was last amended and restated generally effective July 1, 2013.

context indicates otherwise.

2. Section 3.1 is amended to read in its entirety as follows:

#### 3.1 Amount of Contributions.

(a) For each Plan Year beginning before July 1, 2020, and for each period during that Plan Year ending before September 1, 2020, and for each Plan Year beginning on or after July 1, 2020, the Employer shall contribute to the Plan on behalf of each Participant the sum of the amounts determined in accordance with clauses (i) and (ii) below, if applicable, the amount determined under clause (ii).

(i) An amount determined in accordance with the following schedule:

Participant's Age	Amount of Contribution
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(ii) An amount equal to 4.2% of the Participant's Compensation for the Plan Year ending June 30, 2020.

(iii) Notwithstanding the foregoing provisions of this subsection (a) in the case of a Participant who participated in the Bowdoin College Retirement Plan for Officers of Instruction and Officers of Administration, the Employer shall contribute to the Plan on behalf of such Participant the amount determined in accordance with clauses (i) and (ii) of this subsection (a) or an amount equal to the following:

(A) 11.5% of the lesser of such Participant's Compensation for the Plan Year or such Participant's Compensation for the Plan Year ending June 30, 1989;

(B) 5.7% of the lesser of such Participant's Compensation for the Plan Year or such Participant's Compensation for the Plan Year ending June 30, 1989.

(b) For each Plan Year beginning on or after July 1, 2020 (excluding pay periods ending before the Change Date applicable to a Participant in accordance with subsection (a) above) the amount of the contribution shall be determined in accordance with clauses (1) and (1i) below:

Participant's Age	Amount of Contribution
26 to 49	5.06% of such Participant's Compensation
50 or Older	6.065% of such Participant's Compensation

(c) For amounts equal to 7.17% of the Participant's Compensation, there shall be a credit against the Code.

(d) The following rules shall apply to the calculation of contributions under subsections (a) and (b) above:

(i) A Participant's age shall be determined as of the later of (A) the last day of each pay period, or (B) the date he or she commences participation in the Plan.


(ii) The amount of the contribution shall be equal to the sum of the applicable percentage of the Participant's Compensation for pay periods beginning prior to the pay period in which he or she attains age 50, and the applicable percentage of the Participant's Compensation for the pay period in which he or she attains age 50 and subsequent pay periods.

of the Plan Year.

3. This Amendment shall be effective as of September 1, 2020.

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BOWDOIN COLLEGE

By:   
Its

Senior Vice President for Finance and  
Administration & Treasurer