

**AMENDMENT TO THE
CITY OF SEATTLE VOLUNTARY DEFERRED COMPENSATION
PLAN AND TRUST**

THIS AMENDMENT to the **CITY OF SEATTLE VOLUNTARY DEFERRED COMPENSATION PLAN AND TRUST [document] AMENDED AND RESTATED EFFECTIVE AS SET FORTH IN ARTICLE 10 (Updated July 10, 2013, with an amendment effective as of November 13, 2013)**, is adopted by the City of Seattle Voluntary Deferred Compensation Plan and Trust's Plan Committee. Except as otherwise provided, this Amendment shall be effective as of January 15, 2015.

The Committee desires to clarify the rights of participants rehired by the City with regard to distributions from their Plan accounts. In clarifying these rights, the Committee also seeks to ensure that the administration of the Plan conforms to the requirements of the Internal Revenue Code.

To recognize these changes, the Plan is amended to add a new Section 4.1(e) as shown on the following page (reverse side).

In all other respects, the Plan remains unchanged and in full force and effect.

Dated this 15th day of January 15, 2015.

Employer and Plan Sponsor: **CITY OF SEATTLE**

By: **Name:** Terianne S. Allen
 Title: Chair, City of Seattle Voluntary Deferred Compensation Plan and Trust's Plan Committee

Signature:



Date: January 27, 2015

NEW SECTION:

4.1. (e) Distributions following rehire.

A participant who terminates employment and is later rehired by the City may continue distributions which commenced before the date of rehire. However, the right to continue distributions applies only to funds contributed before the separation from City service that triggered eligibility for the distribution. A rehired participant may not commence distributions based on the prior separation from City service and may not alter a prior distribution election, except to stop distributions during the period of reemployment.