

**AMENDMENT NUMBER THREE TO  
KENYON COLLEGE DEFINED CONTRIBUTION AND TAX DEFERRED ANNUITY RETIREMENT PLAN**

**SUMMARY OF  
MATERIAL MODIFICATIONS**

**I  
INTRODUCTION**

This is a Summary of Material Modifications regarding the Kenyon College Defined Contribution and Tax Deferred Annuity Retirement Plan ("Plan"). Unless stated otherwise, the modifications described in this summary are effective as of July 1, 2021. This is merely a summary of the most important changes to the Plan and information contained in the Summary Plan Description ("SPD") previously provided to you. It supplements and amends that SPD so you should retain a copy of this document with your copy of the SPD. If you have any questions, contact the Plan Administrator. If there is any discrepancy between the terms of the Plan, as modified, and this Summary of Material Modifications, the provisions of the Plan will control.

**II  
SUMMARY OF CHANGES**

**1. Nonelective Contribution for Mandatory Employee Contribution**

For each Plan Year that you make a mandatory employee contribution, the Employer will make a nonelective contribution equal to 9.5% of your compensation.