

EXHIBIT A
RESOLUTION OF THE
BOARD OF TRUSTEES OF THE
GEORGIA MUNICIPAL EMPLOYEES BENEFIT SYSTEM

**AMENDMENT 2 TO THE RESTATED GMEBS DEFINED BENEFIT RETIREMENT
PLAN**

WHEREAS, the Board of Trustees (“Board”) of the Georgia Municipal Employees Benefit System (“GMEBS”) previously adopted the GMEBS Defined Benefit Retirement Plan (“Plan”), which most recently received a favorable advisory level from the IRS on March 30, 2018 and was most recently amended by the Board on September 28, 2018;

WHEREAS, the Board has reserved the right to amend the Plan on behalf of Participating Employers in order to retain the qualified status of the Plan in Section 18.02 of the Master Plan Document; and

WHEREAS, the Trustees now wish to amend the Plan to implement applicable provisions of the Bipartisan American Miners Act of 2019 concerning the minimum age for In-Service Distribution, and the SECURE Act of 2019 concerning the beginning age for required minimum distributions.

NOW, THEREFORE BE IT RESOLVED, this Amendment 2 is hereby adopted to amend the Master Plan effective as set forth herein:

1. Section 6.06(a)(3) of the Master Plan, regarding In-Service Distribution, is amended to reduce the minimum age for In-Service Distribution from sixty-two (62) to fifty-nine and one-half (59 ½) for Plan Years starting on or after January 1, 2020, as follows:

(3) Minimum Age Parameters for In-Service Distribution. In order to commence or continue receiving Normal or Alternative Normal Retirement benefits without a Bona Fide Separation from Service, if permitted under the Employer's Plan, a Participant shall be required to satisfy the following minimum age and other requirements:

(A) For a Participant who is not a "public safety employee" at the time he applies for Normal or Alternative Normal Retirement benefits (and a Participant who is a public safety employee at the time he applies for Normal or Alternative Normal Retirement benefits unless subparagraph 6.06(a)(3)(B) below applies), for Plan Years beginning on or after January 1, 2020, the Participant must be at least

age ~~sixty-two~~fifty-nine and one half (59 ½ 62) (or such lower age specified under applicable federal law as a safe-harbor age for distributions during working retirement) to receive an In-Service Distribution. For Plan Years beginning before January 1, 2020, the minimum age described herein was sixty-two (or such lower age specified under applicable federal law as a safe-harbor age for distributions during working retirement).

(B) For a Participant who is a "public safety employee" in the service of the Employer at the time he applies for Normal or Alternative Normal Retirement benefits, the Participant must be at least age ~~sixty-two~~fifty-nine and one half (59 ½ 62) (or such lower age specified under applicable federal law as a safe-harbor age for distributions during working retirement) to receive an In-Service Distribution; provided, however, that for Plan Years beginning before January 1, 2020, the minimum age described herein was sixty-two (or such lower age specified under applicable federal law as a safe-harbor age for distributions during working retirement). Notwithstanding the foregoing, if the Adopting Employer's Plan provides for a Normal Retirement Age or Alternative Normal Retirement Age which applies only to public safety employees and which is at least age fifty (50) (or such lower age specified under applicable federal law as a safe-harbor age for distributions during working retirement), the Participant may receive an In-Service Distribution as long as he is at least such age. For purposes of this subparagraph (B), "public safety employees" are employees of the Adopting Employer who provide police protection, firefighting services, or emergency medical services for any area within the jurisdiction of the Adopting Employer.

(C) Notwithstanding any provision to the contrary, effective for Employees hired during Plan Years beginning on or after the later of: January 1, 2017; or the close of the first regular legislative session of the legislative body with the authority to amend the plan that begins on or after the date that is 3 months after the final regulations are published in the Federal Register, the Plan will comply with the final Normal Retirement age regulations applicable to governmental plans established in Treas. Reg. 1.401(a) – 1, as amended.

2. Section 10.01(b), concerning distribution rules imposed by federal law, are amended to update the age for a Participant's required beginning date, as follows:

(b) A Participant's entire interest will be distributed, or begin to be distributed, to the Participant no later than the Participant's required beginning date. For purposes of this Section, "required beginning date" means April 1 of the calendar year following the later of (i) the calendar year in which the Participant reaches age seventy-two (72) (age seventy and one-half (70½) for distributions required to be made before January 1, 2020, with respect to a member who would have attained age 70½ before January 1, 2020), or (ii) the calendar year in which the Participant Retires.

3. Section 10.01(c)(1), concerning distribution rules imposed by federal law, are amended to update the Participant's age for the purpose of distributions to his or her surviving spouse when said surviving spouse is the sole Designated Beneficiary, as follows:

(c) If the Participant dies before distributions begin, the Participant's entire interest will be distributed, or begin to be distributed, no later than as follows:

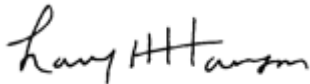
(1) If the Participant's surviving spouse is the Participant's sole designated beneficiary, then distributions to the surviving spouse will begin by December 31 of the calendar year immediately following the calendar year in which the Participant died, or by December 31 of the calendar year in which the Participant would have attained age seventy-two (72) (age seventy and one-half (70½) for distributions required to be made before January 1, 2020, with respect to a member who would have attained age 70½ before January 1, 2020), if later.

RESOLVED FURTHER by the Board that the appropriate officers and employees of GMA or the Administrator are authorized to take any and all actions that they deem appropriate or necessary to effectuate the foregoing resolutions on behalf of the Board, including but not limited to making non-substantive modifications to Plan documents as necessary, and that all prior actions taken in effectuating the Restated Plan documents and cooperation with IRS requests and directives are hereby ratified and confirmed in all respects.

The terms of this Resolution are approved and agreed to by the Board of Trustees of the Georgia Municipal Employees Benefit System this 25th day of September, 2020.

Attest:

Georgia Municipal Employees Benefit System



Larry Hanson, Secretary-Treasurer

W.D. Palmer, III, Chairman

Adopted by the Board of Trustees at the meeting held on September 25, 2020.