RESOLUTION ADOPTING AMENDMENT NO. 1
TO THE
PHILADELPHIA BAR ASSOCIATION
PENSION PLAN
(As Amended and Restated Effective January 1, 2013)

WHEREAS, the Philadelphia Bar Association (the “Association”) maintains a pension plan known as
the Philadelphia Bar Association Pension Plan (the “Plan”); and

WHEREAS, the Association desires to amend the Plan’s definition of “Compensation” for purposes
of determining employer contributions under the Plan to include short-term disability payments made
to an employee under a fully-insured employer paid policy.

NOW THEREFORE, in accordance with the authority granted to them under the Plan, the Board of
Governors hereby takes the following actions:

RESOLVED, that the Association hereby amends the Plan to adopt the change to the Plan set
out in the attached form of Amendment No. 1, effective as of January 1, 2014;

AND BE IT FURTHER RESOLVED, that the Association hereby authorizes and directs the
Executive Director to take such other and further actions as the Executive Director may deem
necessary or appropriate, in consultation with the Pension Committee, including making further
amendments to the Plan and its trust, to effectuate the intent of the foregoing resolution.

PHILADELPHIA BAR ASSOCIATION
BOARD OF GOVERNORS
ADOPTED November 20, 2014

Secretary
AMENDMENT NO. 1

to the

PHILADELPHIA BAR ASSOCIATION
PENSION PLAN

(As Amended and Restated Effective January 1, 2013)

Pursuant to the power reserved to it in Section 13.1 of the Philadelphia Bar Association Pension Plan, as amended and restated effective January 1, 2013 (the "Plan"), the Board of Governors hereby amends the Plan effective January 1, 2014, as follows:

Section 1.9.1 is hereby amended in its entirety to read as follows:

"1.9.1 Participating Employer Contribution. For the purpose of determining participating Employer Contributions, Compensation shall mean wages and salaries, including overtime pay, commissions, bonuses and short-term disability benefit payments under a fully insured Employer-paid policy, paid to an Employee while a Participant during the Plan Year. Compensation shall not include contributions by the Employer to this or any other plan or plans for the benefit of its employees, amounts identified by the Employer as expense allowances or reimbursements, or workers’ compensation payments."

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This Amendment to the Plan is adopted and executed this 20th day of November, 2014.

PHILADELPHIA BAR ASSOCIATION

Attest: ______________________   By: ______________________

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