



SEVENTH-DAY
ADVENTIST
CHURCH

**Central California
Conference**

Executive Secretary's Office

2820 Willow Ave
Clovis, CA 93612-4646
PO Box 770
Clovis, CA 93613-0770
Phone: 559.347.3194
Fax: .559.347.3120
<http://ccc.adventist.org>

Resolution for the Adoption of the North American Division Conference Locally-Funded Employee Policy

The Central California Conference of Seventh-day Adventists ("Employer") hereby agrees to implement the terms of this Resolution as part of its operating and employment policies.

All Employees, Except for Early Childhood Education Center Employees

The Employer hereby agrees to provide contributions to the Plan on behalf of all employees who meet the Plan's eligibility requirements, except for Early Childhood Education Center ("ECEC") employees, in accordance with the terms of the Option selected below:

XXX Option A – Two

By adopting Option A-Two, the Employer agrees that all employees who meet the Plan's eligibility criteria (whether currently on regular, courtesy, or local payrolls) will be eligible for **employer basic** contributions only if they are working full-time. Employees working less than full-time (including part-time employees working more than half-time who are currently receiving **employer basic** contributions) are **not** eligible for employer basic contributions effective as of the implementation date set out below.

In addition, by adopting Option A-Two, the Employer agrees that all employees who meet the Plan's eligibility criteria (whether currently on regular, courtesy, or local payrolls), including employees working less than full-time, will be eligible for **employer matching** contributions effective as of the implementation date set out below.

Early Childhood Education Center ("ECEC") Employees

The Employer hereby agrees to provide contributions to the Plan on behalf of all ECEC employees who meet the Plan's eligibility criteria in accordance with the terms of the Option selected below:

XXX Option B – Two

By adopting Option B-Two, the Employer agrees that no **employer basic** or **employer matching** contributions will be made to any ECEC employee effective as of the implementation date noted below.

Implementation Date

The implementation date of this Resolution is **July 1, 2013**.

Note: The implementation date indicated above must be no earlier than January 1, 2012 and no later than December 31, 2013.

By signing below, the Employer acknowledges and certifies the following:

- **Resolution Date:** The date that the governing body of the Employer approved this Resolution is **May 20, 2012**. Note: the resolution date indicated must be no later than July 1, 2012.
- This Resolution will remain in force and effect and until the North American Division adopts new retirement benefit policies authorizing the amendment or termination of this Resolution.
- The North American Division has not authorized any grandfather provisions allowing certain employees to remain under other retirement contributions policies.
- This Resolution must be executed unedited and without employer-initiated changes.
- At all times prior to the implementation date indicated above, the Employer must continue to make contributions in accordance with the terms of the Plan; provided, however, that an Employer that adopted a resolution pursuant to the 2010 guidelines must make contributions to the Plan in accordance with the terms of such resolution.

Central California Conference of Seventh-day Adventists

[Employer]

By: Ronald Rasmussen

Its: EXECUTIVE SECRETARY

Date: June 4, 2012