

**RESOLUTIONS OF  
THE BOARD OF DIRECTORS  
of  
WORKFORCE SOLUTIONS FOR NORTH CENTRAL PA**

**FOR THE ADOPTION OF THE DISCRETIONARY PLAN AMENDMENT  
EXPANDED HARDSHIP DISTRIBUTION OPTIONS**

On \_\_\_/\_\_\_/\_\_\_\_, the following resolutions to amend the WORKFORCE SOLUTIONS FOR NORTH CENTRAL PA RETIREMENT PLAN were duly adopted by a majority of the Board of Directors of WORKFORCE SOLUTIONS FOR NORTH CENTRAL PA, and that such resolutions have not been modified or rescinded as of the date hereof:

RESOLVED that the Employer hereby intends to amend the Plan for the Expanded Hardship Distribution Options Amendment effective January 1, 2019.

RESOLVED, that the proper Officers of the Employer shall act as soon as possible to notify employees of the Employer of the changes to the Plan.

RESOLVED, that the proper Officers of the Employer are hereby authorized and directed to execute any and all such documents and to perform any and all such acts as may be necessary and proper to affect the foregoing; and

NOW THEREFORE the undersigned does hereby certify that the foregoing is a full, true and correct copy of the Resolutions duly and regularly adopted by the Board of Directors of said Employer.

\_\_\_\_\_  
Secretary

\_\_\_/\_\_\_/\_\_\_\_  
Date