

**AMENDMENT NO. ONE
TO THE
LITTLETON PUBLIC SCHOOLS 457(b) DEFERRED COMPENSATION PLAN
(As Amended and Restated Effective July 1, 2017)**

WHEREAS, Arapahoe County School District No. 6 dba Littleton Public Schools (the “Employer”) maintains the Littleton Public Schools 457(b) Deferred Compensation Plan (the “Plan”) for the benefit of eligible employees; and

WHEREAS, Section 13.1 of the Plan reserves to the Employer the right to amend the Plan;

NOW THEREFORE, the Plan is hereby amended effective July 1, 2017, except as otherwise provided, in the following respects:

1. Item 4. **Definition of Compensation** of the Adoption Agreement is amended in its entirety, to read as follows:

“4. **Definition of Compensation** (Article I - Definitions)
(Please make a selection in (A) and (B))

(A) Compensation is defined as W-2 wages (including differential wage payments)

Compensation will be defined as W-2 wages exclusive of the following: _____

Compensation will be defined as follows: **Compensation is defined as Box 1 W-2 wages (including differential wage payments) and shall include any contributions which are picked up by the Employer under Section 414(h)(2) of the Code and any amounts that would be cash remuneration for services to the Employer and includible in the Participant’s gross income for the year but for any elections under Sections 125, 132(f)(4), 401(k), 402(e)(3), 402(g)(3), 403(b), 414(v), or 457(b) of the Code but shall exclude back pay, and any payment pursuant to a settlement agreement, court order, administrative agency award or arbitration award.**

(B) If so selected, this amount also includes pay for accrued bona fide sick, vacation or other leave pay (but not severance pay). (Note: Any such pay must be paid within the later of 2 ½ months following Severance from Employment or the end of the calendar year which includes the date of Severance from Employment.)

Yes, include. If yes, select which types of accrued leave pay will apply to the Plan.

(1) Accrued bona fide sick pay

(2) Accrued vacation pay

(3) Other accrued leave pay (describe): _____.

No, do **not** include.”

The Employer has caused this Amendment No. One to be executed this 6th day of June, 2018.

EMPLOYER:

Arapahoe County School District No. 6
dba Littleton Public Schools

By: Michael D. Jones
Michael D. Jones,
Assistant Superintendent of Human Resources