

**PRIESTS' PENSION PLAN OF THE ROMAN CATHOLIC
DIOCESE OF CROOKSTON**

Amended and Restated: July 1, 2020

Original Effective Date: July 1, 1980

INTRODUCTION

Effective July 1, 2020, THE ROMAN CATHOLIC DIOCESE OF CROOKSTON, a non-profit corporation organized and existing under the laws of the State of Minnesota, does hereby establish and adopt this Priests' Pension Plan to provide welfare and retirement benefits for all eligible priests incardinated in the Diocese, including but not limited to, those priests of the Diocese actively employed and retired subject to the provisions of this plan. This Priests' Pension Plan amends and replaces the Priest Retirement Trust, established and maintained by the Roman Catholic Diocese of Crookston since July 1, 1980.

The United States Conference of Catholic Bishops ("USCCB") is the central organization holding a group tax exemption for Catholic organizations exempt under section 501(a) and described in section 501(c)(3) of the Internal Revenue Code. The group ruling's IRS Group Exemption Number, or GEN, is 0928. The USCCB Group Ruling establishes that Catholic organizations in the U.S. that are listed in the current edition of the Official Catholic Directory are recognized as exempt from federal income tax and described in section 501(c)(3) of the Code. The Roman Catholic Diocese of Crookston is listed in the most current edition of the Official Catholic Directory and is therefore exempt from federal income tax.

Under the separate legal system, the Code of Canon Law, a Catholic Bishop has an obligation to provide reasonable support for the incardinated clergy. The purpose of this plan is to meet that stated goal, but is not a guarantee or a binding obligation on the Bishop or the Diocese. This plan shall be construed as a church plan under civil law.

CHURCH PLAN

This Plan is intended to meet the requirement of a "church plan" as set forth in Sections 414(e) and 3121(w)(3) of the Internal Revenue Code of 1986, as amended ("IRC," or the "Code"), and Section 3(33) of the Employee Retirement Income Security Act of 1974, as amended ("ERISA").

The Roman Catholic Diocese of Crookston is exempt under ERISA from meeting various requirements in order to be a qualified plan under IRC section 401(a) and a tax-exempt trust under Code section 501(a), unless the plan sponsor elects otherwise. The Roman Catholic Diocese of Crookston intends to operate as a non-electing church plan.

Under IRC sections 414(e)(3)(A) and (D), the plan qualifies as a "church plan" if it is maintained by an organization, whether a civil law corporation or otherwise, which is "controlled by or associated with" a church or convention or association of churches in that it "shares religious bonds and convictions" with that church or convention or association of churches. The Roman Catholic Diocese of Crookston, is associated with the United States Conference of Catholic Bishops, as designated by the annual private letter ruling from the Internal Revenue Service.

In addition, the U.S. Department of Labor also exempts Church Plans from meeting certain of the requirements imposed by Title I of the ERISA. Section 4(b) of ERISA states that Title I does not apply to any employee benefit plan if the plan is a church plan which has not elected under Code

section 410(d) not to be treated as a church plan. The definition of a church plan in section 3(33) of Title I of ERISA is a mirror image of the definition of church plan set out in Code section 414(e). The Roman Catholic Diocese of Crookston intends to operate as a non-electing Church Plan for U.S. Department of Labor purposes as well.

ARTICLE 1: DEFINITIONS

Wherever used in the Plan Document, the following capitalized terms shall have the meanings set forth below.

- 1.1 "Administrator" shall mean the Diocesan Finance Officer to perform ministerial functions at the direction of the Benefits Committee.
- 1.2 "Benefits Committee" shall mean the committee defined in Article 2 hereof.
- 1.3 "Disability" or "Disabled" shall mean a priest who is unable to carry on his regularly priestly occupation. Disability may be determined by the Bishop when he is unable to assign the priest due to the priest's condition. In other cases, the determination shall be made by the Benefits Committee with the help of medical or other counsel.
- 1.4 "Effective Date" shall mean July 1, 2020.
- 1.5 "Employer" shall mean the Roman Catholic Diocese of Crookston.
- 1.6 "Foreign Priest" shall mean any priest ordained outside the Roman Catholic Diocese of Crookston.
- 1.7 "Former Member" shall mean all incardinated priests of the Roman Catholic Diocese of Crookston who left the priesthood prior to their earliest Retirement Date, but with a minimum of five (5) years of service.
- 1.8 "Fund" shall mean the Priests' Benefit Fund of the Roman Catholic Diocese of Crookston, established to service, hold, and invest contributions and earnings on the Plan and from which benefits will be distributed. Such Fund is not subject to the trust requirements of ERISA, but assets within the Fund are not the general assets of the employer, rather they are held for the exclusive benefit of the participants in this pension plan.
- 1.9 "Member" shall mean all incardinated priests of the Roman Catholic Diocese of Crookston who are in good standing and active in the priestly ministry.
- 1.10 "Plan" shall mean the Priests' Pension Plan of the Roman Catholic Diocese of Crookston, as established herein and as it may be amended from time to time.
- 1.11 "Plan Year" shall mean the fiscal year beginning July 1st through June 30th.

- 1.12 "Retired Member" and "Retired Priest" shall mean a Member or Former Member currently in benefit pay status.
- 1.13 "Retirement Date" shall mean (a) First of the month following the Member reaching normal retirement age of seventy (70) years of age; (b) When the Member does not retire at age 70, then the Retirement Date shall be the first of the month following the deferred date; or (c) First of the month following the Member given permission to retire earlier on application to the Bishop, but in no event earlier than the year in which the Member reaches sixty-five (65) years of age.
- 1.14 "Tribunal" shall mean an appeals board with the Vicar General as the chair, with the Dean of each deanery as a member. Their recommendations will be given to the Bishop.
- 1.15 "Years of Service" for Members shall mean the period starting the first of the month following ordination. Years of Service for a Former Member shall mean the period starting the first of the month following ordination and terminating the first of the month after the individual leaves the priesthood. A Year of Service may also include approved service outside the Diocese, accompanied by the appropriate contributions as determined by the Benefits Committee. Foreign Priests will accrue Years of Service based on written agreement between the Priest/Order and the Diocese upon assignment (as described in Section 3.4), or by default by becoming a Member through incardination in the Roman Catholic Diocese of Crookston.

ARTICLE 2: ADMINISTRATION OF PLAN

2.1 Administration of Plan by Benefits Committee

The Plan shall be administered by a Benefits Committee which shall consist of four (4) priests. The Vicar General shall automatically serve on the Benefits committee as one of the four priests and shall not have a term limit. Three (3) other priests shall be selected by the Bishop and shall serve at the discretion of the Bishop. These three priests shall be appointed through the process set forth hereafter ("Appointed Priests"). The Committee Membership is limited to two Retired Priests serving at any time.

2.2 Selection of the Appointed Priests

The process for the selection of the Appointed Priests shall be for members of the Benefits Committee to recommend a nominee to the Benefits Committee for each position to be filled. The Benefits Committee may accept such recommendation or may reject the recommendation and request that a different nominate be selected and offered for consideration. Once selected, the Benefits Committee shall then advise the Bishop of its recommended nominee(s). If the Bishop accepts the recommendation of the Benefits Committee, he will notify the Benefits Committee and the priest selected of his appointment to the Benefits Committee. The Appointed Priests on the Benefits Committee shall be eligible for two (2) full, consecutive three (3) year terms.

2.3 Vacancy of the Appointed Priests

Any vacancy of the Appointed Priests on the Committee may be fulfilled as set forth in paragraph 2.2. The replacement Appointed Priest on the Benefits committee so appointed shall complete the term of office of the priest that he replaces and be eligible for two (2) full, consecutive three (3) year terms thereafter.

2.4 Chairman, Secretary, and Treasurer

The Benefits Committee shall have a Chairman, Secretary, and Treasurer. The Chairman is the Vicar General. The Chairman shall serve as chief executive, preside over meetings, delegate functions of the Committee, and coordinate all the activities of the Committee. The Secretary shall be the Diocesan Finance Officer. The Secretary shall record the minutes of all meetings, maintain all administrative records, maintain all administrative records, and shall handle correspondence for the Committee. The Treasurer shall be the Diocesan Finance Officer. The Treasurer shall have the responsibility of supervising all financial matters of the Plan and shall be responsible for preparing or having prepared all financial statements of the Plan.

2.5 Duties of Benefits Committee

The duties of the Benefits Committee shall include interpretation of the provisions of the Plan, adoption of rules and regulations necessary to administer the Plan, determination of benefits, maintenance of detailed accounting and financial records, provision of an annual report with an actuarial study of report if deemed necessary, selection of investment counselors, retention of accountants and attorney for professional advice, and performance of such other duties as may be required for the proper administration of the Plan and its purposes.

2.6 Benefits Committee Meetings

The Benefits Committee shall have an annual meeting to review the financial condition of the Plan. The Benefits Committee shall also meet at least biannually (twice a year) at a time and place selected by the Chairman, unless, the Chairman determines the agenda to be insufficient whereupon he may cancel any such regular meeting. Provided, however, in no event shall the Benefits Committee meet less than once a year. Three (3) members of the Benefits Committee shall constitute a quorum at any meeting, and at least three (3) concurring votes shall be necessary for a decision. All decisions of the Benefits Committee are final and conclusive on all matters and are binding on all parties, Members or Former Members, subject to the appeal provisions. Such meetings may be conducted by electronic means, or in-person, as determined by the Chairman.

2.7 Appeals

Any Member or Former Member who has received an adverse decision of the Benefits committee shall have the right to appeal such a decision to a Tribunal with independence from the Bishop. The Tribunal will advise the Bishop on their recommendation, and the Bishop shall make the final decision on the appeal. A copy of the appeal must be delivered also to the Chairman of the Benefits Committee within thirty (30) days from the Member or Former Member's receipt of the adverse decision.

In the event the Member or Former Member receives an adverse decision on their appeal, the Member or Former Member may institute a final appeal to the Congregation for Clergy in Rome. All shall be bound by the final decision made on the matter by the Congregation for Clergy.

ARTICLE 3: ELIGIBILITY

3.1 Member Eligibility

A Member shall be eligible for retirement benefits under the Plan on his Retirement Date and the cessation of primary responsibilities for active ministry (such as pastor, full-time position in the diocesan office, full-time chaplain, administrator, etc.).

3.2 Early Retirement Member Eligibility

Any Member retiring prior to 70, with permission of the Bishop, shall be the responsibility of the retirement plan until they reach Retirement Age. In addition, the following requirements also must be met:

- a. The Member has exercised all of his priestly ministry in the Roman Catholic Diocese of Crookston. A priest serving in a specific capacity outside of the subject Diocese at the direct request of the Bishop thereof fulfills this requirement;
- b. The Member is in good standing and actively serving the Roman Catholic Diocese of Crookston; and
- c. The Member has exercised his priestly ministry for a minimum of five (5) years.

A priest must have fulfilled all three (3) requirements listed above to be automatically eligible for retirement benefits.

3.3 Former Member Eligibility

A Former Member shall be eligible for certain retirement benefits under the Plan, as set forth in Section 4.1, upon the first of the month following the month in which such Former Member reaches seventy (70) years of age.

3.4 Foreign Priest Eligibility

Foreign Priests will be eligible to accrue Years of Service based on written agreement between the priest/Order and the Diocese at time of assignment, or by becoming a Member through incardination in the Roman Catholic Diocese of Crookston. Such written agreement shall constitute a letter of understanding and contain language as to when Years of Service will begin to accrue, if/how contributions will be made to the plan, and any expectations of the priest as to future benefits, including upon incardination. This letter of understanding must be approved by the Bishop, and submitted to the Benefits Committee.

3.5 Discretionary Eligibility

The Benefits Committee shall have the discretionary authority to grant either partial or complete benefits of the Plan to Members or Former Members who would not qualify under one or more of the provisions of 3.1, 3.2, or 3.3 of the Plan. This action may be initiated by either the Member, or Former Member, upon written petition of the Benefits Committee. The Benefits Committee should consider special circumstances and the individual needs of the Member or Former Member. The Benefits committee shall communicate its decision to the Member or Former Member within sixty (60) days. The Bishop always has the discretion to grant retirement benefits, regardless of the eligibility rules contained herein.

3.6 Notice of Member's Intent to Retire

A Member who has or will reach his Retirement Date and intends to retire, or a Former Member who wishes to receive retirement benefits under the Plan, must notify the Employer and Benefits Committee of his intention to retire or seek retirement benefits 30 days prior to his Retirement Date. Notice must be in writing, and grant of permission to retire shall be decided by the Bishop. In case of necessity the Benefits Committee may make an exception to this rule. A Member who reaches his normal or deferred Retirement Date under Section 1.13 hereof shall automatically begin receiving benefits thereafter without further action by such Member.

3.7 Payment of Benefits

The payment of retirement benefits to a Member or Former Member shall commence on the first day of the month following reaching his Retirement Date, and such payments shall continue to be paid on the first day of each month thereafter until his death. A Member or Former Member shall not be entitled to benefits for the month following in which his death occurs.

3.8 Notification of Administrator

It is the responsibility of the Benefits Committee to notify the Administrator of the pending retirement, the start date and the amount to be paid. It is the responsibility of the retiree to set up all other fiscal arrangements.

3.9 Retired Bishops

Retired Bishops are subject to the eligibility and benefits guidelines promulgated by the USCCB, at a minimum. [Reference to the "Guidelines for the provision of sustenance to bishops emeriti," a provision wherein the USCCB sets the guidelines for the Bishop pension amounts. Those rules are incorporated by reference herein.] The bishop emeriti will receive the minimum amount recommended by the USCCB. If the standard retirement amount for a fully-vested priest under this plan exceeds the amount recommended by the USCCB, the bishop emeriti receives the higher figure. Such payments to Retired Bishops for retirement benefits shall be the responsibility of this Plan. Any payments for non-pension amounts are the responsibility of the Diocese and not this Plan (i.e. secretary, car, etc.).

3.10 Dependents

Dependents of priests are not eligible for benefits under this document. Please consider other forms of benefits. Any dependent benefits will only be provided under a separate, written document, contracted when the priest is incardinated in the Diocese, and shall not be paid from this trust.

3.11 Laicized Priests

The provisions of this section only apply to anyone incardinated after July 1, 2020.

a. Voluntary Laicization

A priest considering voluntary laicization may discuss with the Bishop the possibility of retaining benefits under this plan. Following a voluntary laicization and an adverse decision regarding benefits, a laicized priest may follow the appeal procedures defined in section 2.7. However, such priests must note that they may be required to disclose otherwise confidential information regarding their laicization determination during such appeal process.

b. Nonvoluntary Laicization

Priests subject to nonvoluntary laicization do not have any entitlement to benefits under this plan. Following a nonvoluntary laicization, a laicized priest may follow the appeal procedures defined in section 2.7. However, such priests must note that they may be required to disclose otherwise confidential information regarding their laicization determination during such appeal process.

ARTICLE 4: BENEFITS

4.1 Determination of Retirement Benefits Amounts

As set forth in Section 2.5 hereof, the retirement benefit shall be determined by the Benefits Committee from time to time by the amendment of these Articles, including the normal retirement allowance to be set annually and included as an appendix to this Plan. Retirement benefits shall be initially calculated by multiplying the Member or Former Member's vested percentage and the normal retirement allowance. In making its determination of such retirement benefits the Benefits Committee shall consider the performance of the investments in the Fund; a timely actuarial report on the Plan; the demographics of the Members or potential Members, retired, active, or otherwise; cost of living data; expected contributions; and any other factors the Benefits Committee decides are relevant. Modifications of the retirement benefit shall be considered annually for the upcoming benefit period by the Benefits Committee at its annual meeting, or such other meeting as it may choose.

4.2 Benefit Commencement Date

A qualified Member, upon retirement, shall be entitled to receive a retirement benefit commencing on the first of the month following reaching his Retirement Date.

4.3 Priests Who Return to Active Ministry Following a Formal Retirement

If a priest comes out of formal retirement to work in a parish, or other assignment by the Bishop, the priest will receive a salary for being in active ministry along with a fraction of his retirement benefit. Such fractional payment will be determined by the Benefits Committee in consideration of several factors, including part-time or full-time active status. Such priest may also apply to the Bishop for further vesting under section 4.6. This provision is meant to protect and reward Retired Priests.

4.4 Benefits for Disabled Priests

A priest that is determined to be Disabled before reaching the retirement age of 70 would be eligible for a full or partial pension at the discretion of the Bishop.

4.5 Vesting Accrual

a. Priests Incardinated on or after July 1, 2020

A Member or Former Member shall receive a 4% vested interest for every Year of Service after their first 5 Years of Service, up to a 100% vested interest.

Years of Service 1-5:	0% vesting accrued
Years of Service 6-30:	4% vesting accrued per Year of Service

b. Priests Incardinated before July 1, 2020

The vesting schedule in effect before July 1, 2020 shall apply to priests incardinated before July 1, 2020.

A Member or Former Member shall receive a 5% vested interest for every Year of Service after their first Year of Service, up to a 100% vested interest.

Years of Service 0 to 1:	0%
1 but less than 2	5%
2 but less than 3	10%
3 but less than 4	15%
4 but less than 5	20%
5 but less than 6	25%
6 but less than 7	30%
7 but less than 8	35%
8 but less than 9	40%
9 but less than 10	45%
10 but less than 11	50%

11 but less than 12	55%
12 but less than 13	60%
13 but less than 14	65%
14 but less than 15	70%
15 but less than 16	75%
16 but less than 17	80%
17 but less than 18	85%
18 but less than 19	90%
19 but less than 20	95%
20 or more	100%

4.6 Benefit for Priests Who Remain Active Past the Age of 70

After reaching age 70, if a priest remains in active ministry, the priest will begin to accrue 0.25% further vesting for each Month of Service beginning on the first of the month after reaching age 70. This is meant to reward priests for retiring later in life, and is designed to go above 100% vesting, if applicable.

Such priest in active ministry will also be entitled to receive a fraction of his vested retirement benefit payments along with his salary. Such fractional payment will be determined by the Benefits Committee in consideration of several factors, including part-time or full-time active status. The Base Amount to be used for a fractional payment is based on the priest's vested status when he reaches age 70. The 0.25% extra vesting does not go into effect for payment until the priest enters formal retirement.

If full-time active status, the priest may receive a fractional payment of the Base Amount at the following fractional rates:

First year beyond age 70:	25% of Base Amount
Second year:	25%
Third year and beyond:	50%

For anything less than full-time, the Benefits Committee may determine the pro rata amount in consideration of hours worked.

Upon formal retirement, the priest will receive his full retirement benefit payments with the extra vesting accrued.

4.7 Discretionary Benefits

The amount of the monthly payment may be increased or decreased at the discretion of the Benefits Committee with the approval of the Bishop based on the financial status of the Fund and other relevant circumstances.

4.8 Death Benefits

A Member or Former Member shall not be entitled to any death benefits under the terms of this Plan.

4.9 Source of Benefits

All benefits payable under the Plan shall be paid or provided solely from the Fund, and the Employer and the Diocese assume no liability or responsibility therefor.

4.10 Benefits Payable

The benefits shall be payable to the Member or Former Member. The Member may assign someone to receive the benefit on their behalf, in order to direct payments for him, as long as the benefit is used for the exclusive benefit of the Member. An example may be assigning someone to make payments to a nursing home on the Member's behalf. It is the intent of the Plan that the retirement benefit shall be made in monthly payments, subject to veto by the Bishop.

4.11 Other Retirement Benefits

In dealing with priests who retire who qualify to receive retirement benefits under the Plan, and who also are entitled to receive retirement benefits under other retirement plans because of other work, it is the policy of the plan that said priests will be granted retirement benefits without regard to any other retirement benefits which they might receive. It is the further policy of the Plan that the retirements benefits, from whatever source, for all priests of the Roman Catholic Diocese of Crookston should be made equal, as nearly as possible, on a voluntary basis. Any priest who has other retirement benefits will be made aware of the goal of equalization of retirement benefits and asked to consider carefully the equities involved, but it shall be his personal decision as to any reduction or exemption of his retirement benefits. This discussion should ideally take place with the Bishop and person prior to incardination, and a written notification of the result be forwarded to the Benefits Committee. Such discussions with current Members, if they have not already taken place, may be held upon special circumstance upon adoption of this restated plan document.

Provided, however, after July 1, 2020, whenever a priest is permitted to undertake a special ministry where he will be provided retirement benefits (example: Federal Prison Chaplain, Hospital Chaplain etc.) there will be prior determination by the Benefits Committee, with the Bishop, as to whether said priest will continue to be treated as a Member in the retirement program and, if so, under what terms. Likewise, a similar determination will be made by the Benefits Committee, with the Bishop, for any second vocation priest, or one ordained elsewhere who becomes incardinated in the Diocese, but who has vested retirement rights from his earlier employment. All such determinations under this Section shall be in writing and maintained in the files of the Benefits Committee and by the Diocesan Chancellor. This paragraph shall only apply if the priest, or someone on behalf of the priest, makes the contributions to count Years of Service.

If a priest incardinated after July 1, 2020 leaves active employment at the Roman Catholic Diocese of Crookston, and his new employer provides a defined benefit plan, then the new employer's pension will count first towards the priest's retirement calculation, and this Plan second.

4.12 Retirement Benefits for Priests Receiving Benefits Prior to This Plan's Adoption

Members and Former Members receiving benefits as of the date of this restated Plan's adoption will not be subject to the updated 25 Years of Service vesting schedule.

ARTICLE 5: FUND

The Bishop has delegated the Diocesan Finance Officer to hold the funds and assets of the Plan that are to be used to pay benefits.

The Fund shall be received, held in trust, and distributed by the Diocesan Finance Officer in accordance with the provisions of this plan. No part of the Fund shall be used for or diverted to purposes other than the exclusive benefit of the Members and Former Members under this Plan. No Person shall have any interest in or right to the Fund or any part thereof, except as specifically provided for in this Plan.

The Benefits Committee may request a full and complete accounting of the assets and liabilities of the Fund. The Administrator shall furnish the Benefits Committee the accounting within sixty (60) days.

The Administrator shall be authorized to invest or reinvest all or any part of the Fund pursuant to the discretion of the Benefits Committee or its duly appointed investment counselor.

The Benefits Committee may authorize the Administrator to pay any reasonable administrative costs incurred in the formation, operation, and maintenance of the Plan.

ARTICLE 6: CONTRIBUTIONS

Contributions from the Employer and other sources such as parish assessments, gifts, bequests, and general solicitations, may be made at any time; provided however, the Employer shall not be under any obligation to make any additional contributions. As a church plan, the Employer is not subject to the minimum funding requirements of the Internal Revenue Code. However, the Roman Catholic Diocese of Crookston intends to fund this Plan to the best of its abilities to provide for the Members and Former Members.

ARTICLE 7: AMENDMENTS

The Benefits Committee can propose changes to the Bishop, who then ultimately approves any modification, alteration, amendment, revocation, or termination of this Plan. The Roman Catholic Diocese of Crookston reserves the right to modify, alter, amend, revoke, or terminate this Plan at any time.

In the event of modification or termination of the Plan, the assets of the Fund shall not be used for or diverted to purposes other than the exclusive benefit of the Members, Retired Members and Former Members.

ARTICLE 8: GENERAL PROVISIONS

8.1 Voluntary Employer Contributions

It is the intention of the Employer that this Plan shall be continued and contributions thereto made regularly, however, this Plan is entirely voluntary on the part of the Employer, and the continuance of the Plan and the payments thereunder are not assumed to be a contractual obligation of the Employer.

8.2 Status of Employment Relations

The adoption and maintenance of this Plan shall not be deemed to constitute a contract between the Employer and any member, Retired Member, or Former Member, or to be consideration for, or an inducement or condition of, the employment of an Employee. Nothing in this Plan shall be deemed to affect the right of the Employer to discipline or discharge any Employee at any time or the right of the Employee to terminate his employment at any time.

8.3 Unclaimed Benefits

Any benefit payable to or on behalf of a Member or Former Member which are not claimed within one (1) year after initial entitlement thereto shall not bear interest and shall be forfeited at the discretion of the Benefits Committee.

8.4 Anti-Alienation of Funds

Neither the Employer, nor the Fund shall in any manner be liable for or subject to the debts or liabilities of any Member, Former Member or Retired Member. No retirement income or other benefit at any time payable from the Fund shall be subject in any manner to anticipation, alienation, sale, transfer, assignment, pledge, or encumbrance of any kind. If a Member, Former Member or Retired Member attempts to or does alienate, sell, transfer, assign, pledge or otherwise encumber his retirement income or other benefits from the Fund or any part thereof or, if by reason of his bankruptcy or other event happening at the time such benefits would be received by anyone else or would not be enjoyed by him, his interest in any such benefits shall thereupon terminate.

The Fund shall not in any manner be liable for or subject to the debts or liabilities of the Roman Catholic Diocese of Crookston. No retirement income or other benefit at any time payable from the Fund shall be subject in any manner to anticipation, alienation, sale, transfer, assignment, pledge, or encumbrance of any kind. If the Roman Catholic Diocese of Crookston attempts to, or does, alienate, sell, transfer, assign, pledge or otherwise encumber the Fund, or other benefits from the Fund or any part thereof or, if by reason of bankruptcy or other event happening at the time

such, any possible residual interest in any such Funds shall thereupon terminate. The Fund is the sole property of the Benefits Committee for the exclusive benefit of the participants.

IN WITNESS WHEREOF, the Plan Sponsor has caused this Plan to be executed in its name and behalf on this 1st day of July, 2020 by its officer thereunto duly authorized.

ACCEPTED BY:

Bishop of the Roman Catholic Diocese of Crookston

SIGNATURE:

+ Michael J. Haggan