

SUMMARY OF MATERIAL MODIFICATIONS NO. 3

The **City of Rapid City** is hereby modified and the attached text may be printed on a revision page for insertion into the **City of Rapid City Flexible Benefits Plan**:

Please check the following that apply:

- _____ **The Plan Administrator** will print the attached amendment for distribution.
- _____ First Administrators, Inc. will print _____ copies of the attached amendment for distribution.
- _____ The Plan Administrator will notify Participants of the changes in some other manner.
- _____ Other: _____

This modification is made as of the 1st day of April, 2011, by **City of Rapid City** to the **City of Rapid City Flexible Benefits Plan**. All other terms and provisions of the Plan remain unaltered and in effect.

The following text **replaces** the “**After Beginning of Plan Year**” section within the “**Effective Date**” section found in the Flex Summary Plan Description.

After Beginning of Plan Year: An Employee who becomes eligible after the beginning of a Plan Year will have 30 days to elect to participate in a noncash benefit option under the Plan. The election will be effective on the first day following one month after date of hire and receipt of a completed election form.

The following text is **replaced** in the “**Plan Administration Information Supplement**” section found in the Flex Summary Plan Description.

Waiting Period: Eligible Employees who have elected to participate in the Plan will become participants on the first day following one month after the date of employment. Elections will become effective as described in the Effective Dates section.

City of Rapid City

(Authorized Signature)

(Date)

(Printed Name)

(Title)