ADOPTION AGREEMENT

This Adoption Agreement is a part of the University of Arkansas Community Colleges 403(b) Retirement Plan, effective January 1, 2009.

1. **Employer**: University of Arkansas Community College at Hope

2. **Plan Compensation**. Pursuant to Section 1.19, Plan Compensation is as follows: Compensation subject to federal income tax withholding, plus Required Employee Contributions and elective contributions to a 403(b), 414(h), 457(b), 132(f)(4) or 125 plan. Plan Compensation includes vacation leave payout at termination of employment. Plan Compensation does not include sick leave payout at termination of employment.

3. **Vendors**. Pursuant to Section 1.25, the Vendors are TIAA CREF and VALIC.

4. **Eligibility for Employee Contributions**. Pursuant to Section 2.1, all Employees are eligible to make Employee contributions.

5. **Employer Contributions**. Pursuant to Section 2.2(a), Employees are eligible to participate in Employer contributions as follows: All full-time employees are eligible to participate in Employer contributions. Full-time employees are employees working more than half-time.

6. **Employer Contributions**. Pursuant to Section 4.1 of the Plan, the Employer contribution to the Plan shall be as follows: Eligible Employees are required to contribute 6% of Plan Compensation, which is a before-tax contribution. For Eligible Employees hired before July 1, 1992, the Employer contributes 12% of Plan Compensation; for Eligible Employees hire after June 30, 1992, the Employer contributes 10% of Plan Compensation.

7. **Vesting**. Pursuant to Section 7.2(a) Employer contributions are vested as follows: Employer contributions are immediately 100% vested.

8. **Loans**. Pursuant to Section 9.1, the Employer allows loans.

9. **In-Service Distributions**. Pursuant to section 11.8((b), no in-service distributions are permitted other than hardship distributions.

10. **Hardship Distributions**. Hardship distributions are permitted pursuant to section 11.8(c).
The Employer hereby adopts the Plan as evidenced by the foregoing Adoption Agreement on this ___ day of _________________, 2009.

UNIVERSITY OF ARKANSAS
COMMUNITY COLLEGE AT HOPE

By ________________________________
Title ______________________________

UNIVERSITY OF ARKANSAS SYSTEM

BY ________________________________
Title ______________________________