TERMINATION
OF THE
ARCHDIOCESE OF CINCINNATI 403(B) PLAN

Pursuant to the power of amendment and termination reserved to the Archdiocese of Cincinnati in Article X of the Archdiocese of Cincinnati 403(b) Plan (the "Plan"), the Plan is hereby amended and terminated in accordance with the following:

(1) Background. The Plan is a church plan and, under Treasury regulation Section 2510.3-2(f), is exempt from the Employee Retirement Income Security Act of 1974, as amended. By adoption of prior amendments, all contributions to the Plan with respect to Participants who are lay employees had ceased and no benefits accrued thereafter. The Plan was spun-off into two plans, a frozen plan referred to as the Archdiocese of Cincinnati 403(b) Plan and an active plan referred to as the Archdiocese of Cincinnati 403(b) Plan for Priests. Fewer than two percent of the Employees who were eligible under the Archdiocese of Cincinnati 403(b) Plan immediately prior to its spin-off and termination herein are eligible under the Archdiocese of Cincinnati 403(b) Plan for Priests. This termination amendment affects only the Archdiocese of Cincinnati 403(b) Plan.

(2) Termination of 403(b) Plan. Notwithstanding any other provision of the Plan to the contrary, effective immediately after December 31, 2015 (the "Termination Date"), the Plan is hereby terminated. All accounts of Participants are fully vested as of the Termination Date.

(3) Distribution of Benefits.

(a) Notwithstanding any other provision of the Plan to the contrary, distributions shall be made to Participants on account of the 403(b) Plan's termination, in accordance with the Treasury regulations issued under Section 403(b) of the Internal Revenue Code of 1986, as amended (the "Code") and Revenue Ruling 2011-7, as soon as administratively feasible after the Termination Date. On account of Plan termination, all benefits are treated as distributed from the Plan immediately after the Termination Date, and the Employer has no further obligations or duties with respect to administering the Plan, its distributions, or its Funding Vehicles. All Vendors are to administer distributions in accordance with the terms of the Individual Agreements, Funding Vehicles and the terms of the Plan as amended and terminated herein. The Vendors are solely responsible for administering distributions and for all related tax withholding and reporting. Unapproved Vendors and Funding Vehicles entered into prior to 2009, with no contributions after 2008, are not subject to the requirements under Section 403(b) of the Code for full distribution on plan termination, but administratively practical and reasonable efforts should be exercised in making such distributions.

(b) All accumulated benefits under the Plan must be distributed to all Participants and Beneficiaries as soon as practicable after the Termination Date. For this purpose, delivery of Individual Agreements and Funding Vehicles (including certificates) by the Vendors or direct rollovers to an eligible retirement plan in accordance with Article VI of the Plan are treated as distributions. Participants who are "Eligible Employees" and Participants in the Archdiocese of Cincinnati 401(k) Plan (the "401(k) Plan") may elect a direct rollover of the cash value of their Account Balance to the 401(k) Plan.

(c) Notwithstanding any other provision of the Plan to the contrary, in the event that a Participant has not notified a Vendor of his election to take a distribution in cash or as a direct rollover within 30 days after the Vendor provides distribution election forms to such Participant and such Participant's nonforfeitable account balance is less than $1,000, the Vendor may, in its discretion, distribute such account balance to the Participant in cash.

(d) Notwithstanding any other provision of the Plan to the contrary, in the event that a Participant has not notified the Vendor of his election to take a distribution in cash as a lump-sum, as a direct rollover to an eligible retirement plan or as a deferred fully paid individual annuity contract within 90 days (or such other period of at least 30 days, but in no events later than December 31, 2016, as directed by the Vendor) after the Vendor provides distribution election forms to such Participant, the Vendor may preserve the benefit as a fully paid individual annuity contract, outside of the Plan, with such annuity contract administered solely by the Vendor and preserving all accumulated benefits. The Vendors may choose to provide other distribution options consistent with Revenue Rulings 2007-71, 2011-7, or subsequent IRS guidance or Treasury regulations, but in all events, for purposes of the Plan, the Employer has satisfied all of its administrative duties, and the duties under the terms of the Plan, for making distributions as of the Termination Date.

IN WITNESS WHEREOF, the Archdiocese of Cincinnati has caused this Termination document to be adopted by signature of the Archbishop of Cincinnati this 17th day of December, 2015.

ARCHDIOCESE OF CINCINNATI

By: + Dennis M Schnurr
Dennis M. Schnurr
Archbishop of Cincinnati

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