

**AMENDMENT NO. 2**

**UNIVERSITY OF ILLINOIS**  
**SUPPLEMENTAL 403(b) RETIREMENT PLAN**

(As Amended and Restated Effective January 1, 2024)

WHEREAS, the University of Illinois (the “University”) maintains the University of Illinois Supplemental 403(b) Retirement Plan (the “Plan”);

WHEREAS, the Plan was most recently amended and restated in its entirety effective January 1, 2024; and

WHEREAS, pursuant to the University’s reserved authority under Section 10.02 of the Plan, the University now desires to amend the Plan to reflect the mandatory Roth treatment for catch-up contributions made by certain high income employees, pursuant to the SECURE 2.0 tax law changes.

NOW, THEREFORE, effective January 1, 2026, Section 4.03 (Catch-Up Elective Deferrals) of the Plan is amended by adding the following new paragraph to the end of such Section:

Effective January 1, 2026, Participants receiving wages (as defined in Code Section 3121(a)) from the University for the preceding Plan Year that exceed the amount specified in Code Section 414(v)(7)(A), as adjusted for applicable increases in the cost-of-living in accordance with Code Section 414(v)(7)(E), shall be required to make a separate affirmative election to make catch-up contributions under this Section 4.03 and any such contributions shall be mandatorily designated as Roth Elective Deferrals. Absent such an election, the Participant’s Elective Deferrals shall be capped at the annual contribution limit under Section 4.01 above.

IN WITNESS WHEREOF, this Amendment is adopted effective as of date(s) set forth herein.

**THE BOARD OF TRUSTEES OF THE**  
**UNIVERSITY OF ILLINOIS**

Date: \_\_\_\_\_

By: \_\_\_\_\_

Title: Comptroller

By: \_\_\_\_\_

Title: Secretary

**APPROVED AS TO LEGAL FORM:**

Date: \_\_\_\_\_

By: \_\_\_\_\_

Title: Office of University Counsel

**APPROVED:**

Date: \_\_\_\_\_

By: \_\_\_\_\_

Title: \_\_\_\_\_

Unit: \_\_\_\_\_

Date: \_\_\_\_\_

By: \_\_\_\_\_

Title: \_\_\_\_\_

Unit: \_\_\_\_\_