

**Amendment For Investment Advisor Fees for
403(b) Retirement Plan**

**AMENDMENT OF THE Union College Defined Contribution (DC) and Tax
Deferred Annuity (TDA) Retirement Plan**

IN WITNESS WHEREOF, Union College herein amends the Union College Defined Contribution and Tax Deferred Annuity Retirement Plan, as follows:

To the extent permitted by law and the provisions of the Funding Vehicle, Union College has the power to authorize the payment of Investment Advisor Fees incurred by a Participant. Such payment shall be directed by the Participant or by the Participant's Investment Advisor and will be paid by the Fund Sponsor from the Participant's Accumulation Account. Such payment shall be made directly to the Investment Advisor. Under no circumstances will the Plan be liable for such payment.

For purposes of this Amendment, the term "Investment Advisor" shall mean a person who is registered as such with the United States Securities and Exchange Commission ("SEC") or with a state securities regulatory agency if the Investment Advisor is exempt from SEC registration requirements.

For the purposes of this Amendment, the term "Investment Advisor Fees" shall mean fees charged by a Participant's Investment Advisor for advisory services relating to the Participant's Accumulation Account under this Retirement Plan.



Diane Blake

Vice President for Finance and Administration

9/24/08

Date