ROCKY MOUNTAIN COLLEGE
DEFINED CONTRIBUTION RETIREMENT PLAN
SUMMARY OF MATERIAL MODIFICATIONS

Rocky Mountain College has amended your 403(b) Plan effective July 1, 2009. The purpose of this amendment is to change the matching contribution from a fixed formula to a discretionary formula.

This is merely a summary of the important changes to the Plan. If you have any questions, please contact your Plan Administrator. A copy of the Plan, including this Amendment, is available for your inspection. If there is any discrepancy between the terms of the Plan and this Summary of Material Modifications, the provisions of the Plan will control.

SUMMARY OF CHANGE

ARTICLE II
CONTRIBUTIONS

What is the Employer matching contribution? Page 5

A matching contribution is a contribution the Employer makes based on your elective deferrals. If you do not make any elective deferrals, you will not receive any matching contributions.

The Employer may contribute a discretionary percentage of the amount of your elective deferrals. If the Employer decides in any year to contribute a discretionary match, it will decide how much to contribute and the matching rate which will apply to your elective deferrals.

Once you become eligible for the matching contribution, if you make elective deferrals, you will always share in the Employer's matching contribution for that Plan year, regardless of the amount of service you complete during the Plan year.