Summary of Material Modification for EGTRRA Amendments
Grinnell College Defined Contribution Retirement Plan

Effective January 1, 2002, the Grinnell College Defined Contribution Retirement Plan was amended to reflect certain provisions of the Economic Growth and Tax Relief Reconciliation Act of 2001 (EGTRRA). These amendments will affect your rights under the Plan as follows:

A. LIMITATIONS ON CONTRIBUTIONS

1. Maximum Annual Addition. The annual addition that may be contributed or allocated to your account under the Plan for any year has been increased to the lesser of:

   a. $40,000, (adjusted for increases in the cost-of-living), or

   b. 100 percent of your compensation, for the calendar year.

2. Annual Compensation Limit. The maximum annual compensation that will be taken into account for determining allocations for any plan year beginning after December 31, 2001, shall be $200,000 (adjusted for cost-of-living increases).

   Compensation means the amount paid by the Institution to a Participant that must be reported as wages on the Participant's Form W-2, excluding taxable benefits but including compensation that is not currently includable in the Participant's gross income because of the application of Code Sections 125, 403(b), 132(f)(4), 457(b) and 457(f).

3. Maximum Exclusion Allowance. Contributions to this Plan will no longer be subject to the exclusion allowance limitations of section 403(b) of the Code.

B. DIRECT ROLLOVERS OF PLAN DISTRIBUTIONS

1. Modification of definition of eligible retirement plan. To the extent you receive a distribution from this plan that is eligible for rollover, the amount may now be rolled over to a qualified retirement plan described in section 401(a) or section 403(a) of the Code, a tax sheltered annuity plan described in section 403(b) of the Code and an eligible plan under section 457(b) of the Code which is maintained by a state, political subdivision of a state, or any agency or instrumentality of a state or political subdivision of a state and which agrees to separately account for amounts transferred into such plan from this Plan. This also applies in the case of a distribution to a surviving spouse, or to a spouse or former spouse who is the alternate payee under a qualified domestic relation order.

2. Modification of definition of eligible rollover distribution to exclude hardship distributions. If an amount is distributed to you on account of a hardship, the amount shall not be an eligible rollover distribution and you may not elect to have any portion of the distribution paid directly to an eligible retirement plan.

C. ROLLOVERS FROM OTHER PLANS

1. Direct and Participant Rollovers from other Plans. This Plan will accept a rollover of an eligible rollover distribution from:

   a. A qualified plan described in section 401(a) or 403(a) of the Code, excluding after-tax employee contributions

   b. A qualified tax sheltered annuity plan described in section 403(b) of the Code, {For 401(a) plan, excluding after-tax employee contributions.

   c. An eligible plan under section 457(b) of the Code which is maintained by a state, political subdivision of a state, or any agency or instrumentality of a state or political subdivision of a state.

2. Participant Rollover Contributions from IRAs. The Plan will accept a Participant rollover contribution of the portion of a distribution from an individual retirement account or annuity described in section 408(a) or 408(b) of the Code that is eligible to be rolled over and would otherwise be includible in gross income.

D. DISTRIBUTION UPON SEVERANCE FROM EMPLOYMENT

Your elective deferrals or qualified non-elective contributions, if any, and earnings attributable to these contributions and amounts that have at any time been invested in a mutual fund custodial account may be distributed on account of a severance from employment. Under this change, a distribution can be made if the employer changes as a result of a liquidation, merger or consolidation even though you continue in the same job.