

**2011-1 AMENDMENT
TO THE
HOPE COLLEGE
INVEST PLAN
(Restated effective January 1, 2009)**

This 2011-1 Amendment to the HOPE COLLEGE INVEST PLAN ("Plan") is adopted by HOPE COLLEGE (the "College"). The amendment is effective January 1, 2012.

Pursuant to Section 9.1 of the Plan, the College amends the Plan as follows:

A.

Section 2.1(ss) is added to the Plan as follows:

(ss) Period of Severance: A period of time beginning on the date of an employee's severance from employment and ending on the date the employee again has an hour of employment.

If an employee is absent from work for maternity or paternity reasons, the employee's severance from employment occurs on the second anniversary of the first day of the absence. An absence from work for maternity or paternity reasons means an absence caused by:

- (1) Pregnancy of the employee;
- (2) Birth of a child of the employee;
- (3) Placement of a child with the employee in connection with the adoption of the child by the employee; or
- (4) Caring for the child for a period beginning immediately after the birth or placement.

Further, military service shall not be treated as a period of severance for an employee who returns to employment with the College after a period of military service within the time limits established by federal law.

B.

Section 3.1(b)(i) is amended as follows:

(i) Eligible employees who are classified as adjunct professors or full-time employees who are participants in the Plan for purposes of the College discretionary contribution as of the close of business on December 31, 2011 shall continue to participate in the College discretionary contribution feature of the Plan.

Each other eligible employee who is classified as an adjunct professor or full-time employee, except those excluded under Section 3.1(b)(iii) below, who was not a participant in the College discretionary contribution feature of the Plan as of December 31, 2011 will become a participant in the College discretionary contribution feature of the Plan on the first day of the month following the date on which the employee completes one year of service and attains age 23.

For purposes of determining eligibility to participate in the discretionary contribution feature of the Plan for an employee who is classified as an adjunct professor full-time employee, a year of service is a 12-month period of employment with the College. An employee will be credited with service based on the time between the employment commencement date and date the employee terminates employment. However, if an employee terminates employment and is rehired by the College before incurring a one-year period of severance, the period in which the employee is not employed shall be included in his service. Also, individual periods of service are aggregated at the rate of one month for each 30 days.

C.

Section 3.1(b)(ii) is amended as follows:

(ii) Eligible employees who are not classified as adjunct professors or full-time employees who are participants in the Plan for purposes of the College discretionary contribution as of the close of business on December 31, 2011 shall continue to participate in the College discretionary contribution feature of the Plan.

Each other eligible employee who is not classified as an adjunct professor or full-time employee, except those excluded under Section 3.1(b) (iii) below, who was not a participant in the College discretionary contribution feature of the Plan as of December 31, 2011, will become a participant in the College discretionary contribution feature of the Plan on the January 1 or July 1 following the date on which the employee completes one year of service and attains age 23.

For purposes of determining eligibility to participate in the discretionary contribution feature of the Plan, an eligible employee will be credited with a year of service at the end of the 12-consecutive-month period beginning with the employee's employment commencement date or at the end of any Plan year beginning after the employee's employment commencement date, provided the employee completes 1,000 or more hours of service with the College during that 12-consecutive-month period.

D.

The second sentence of Section 3.2 is amended as follows:

Employees subject to the participation rules described in Section 3.1(b)(ii) will be credited with a year of service for each 12-month period beginning on the employment commencement date or any Plan year beginning after the employment commencement date in which the employee is credited with 1,000 or more hours of service.

E.

In all other respects, the Plan is unchanged.

Signature

The College signs this 2011-1 Amendment to the Hope College Invest Plan on the date stated below.

HOPE COLLEGE

Dated: 12/14, 2011

By 

Its VP For Business + CFO