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RESOLUTION #459
FOR ADOPTION OF 457 PLAN

May 13, 2021

WHEREAS, Bethlehem Authority (Employer) desires to establish an eligible deferred compensation plan to be made available to all Eligible Employees pursuant to Section 457 of the Internal Revenue Code ("Code"); and

WHEREAS, Nationwide Retirement Solutions, Inc., a Delaware corporation and an affiliate and subsidiary of Nationwide Financial Services, Inc. ("NRS") offers an eligible deferred compensation program pursuant to Code Section 457 (the "457 Program") that allows Employer to offer a Code Section 457 eligible deferred compensation plan to Eligible Employees; and

NOW, THEREFORE, RESOLVED, Employer hereby adopts the documents necessary to implement the 457 Program thereby establishing the Bethlehem Authority Deferred Compensation Plan for the participation of Eligible Employees; and,

FURTHER RESOLVED, Employer selects NRS to administer the 457 Program; and,

FURTHER RESOLVED, Employer authorizes and directs its representatives to take the actions necessary to implement these resolutions.

APPROVED AND ADOPTED BY THE BOARD OF THE BETHLEHEM AUTHORITY

CHAIR (VICE CHAIR) _____ ATTEST _____