

**NATIONAL EXECUTIVE COMMITTEE  
OF  
THE AMERICAN LEGION  
INDIANAPOLIS, INDIANA  
OCTOBER 19-20, 1994**

**Resolution No. 6: Amendment of the American Legion Retirement Plan for Employees of  
the National Headquarters and Subordinate Groups Thereof and the Trust  
Indenture Thereunder**

**Origin: Finance Commission**

**Submitted by: Finance Commission**

WHEREAS, The American Legion has moved to a Merit 2000 pay system which relates compensation to the achievement of personal, divisional and corporate goals; and

WHEREAS, This act may affect all qualified Employee Benefit Plans by requiring changes in the language of the Plans; and

WHEREAS, The American Legion Retirement Plan for Employees of the National Headquarters and Subordinate Groups Thereof may therefore require some revision and restatement; and

WHEREAS, The Internal Revenue Service continues to draft and issue regulations; and

WHEREAS, The National Retirement Committee of The American Legion has recommended to the National Finance Commission that performance related bonuses be included in the definition of plan compensation under The American Legion Retirement Plan for Employees of the National Headquarters and Subordinate Groups starting with calendar year 1994; and

WHEREAS, The American Legion Retirement Plan for Employees of the National Headquarters and Subordinate Groups Thereof was approved and adopted by the National Executive Committee in November, 1944, and amended in June, 1946, May, 1954, October, 1954, October, 1975, May, 1983, May, 1985, October, 1986, October, 1987 and October, 1993; and

WHEREAS, The National Finance Commission of The American Legion after having received the recommendation of the National Retirement Committee has adopted the recommendation of the National Retirement Committee to include merit bonus payments in the definition of plan compensation; now, therefore, be it

**RESOLVED, By the National Executive Committee in regular meeting assembled in Indianapolis, Indiana, October 19-20, 1994, That the National Judge Advocate be and he is hereby authorized and directed to draft any and all amendments to The American Legion Retirement Plan for Employees of the National Headquarters and Subordinate Groups Thereof necessary to amend the plan definition of compensation which is counted toward the calculation of benefits to include merit bonus payments and to draft technical and other amendments for the benefit years beginning on or after January 1, 1994 so as to comply with all pending Internal Revenue Service regulations, rules and the law; and, be finally**

**RESOLVED, That the National Commander be and he is hereby authorized and directed to execute any and all documents presented to him by the National Judge Advocate in connection with the revision of The American Legion Retirement Plan for Employees of the National Headquarters and Subordinate Groups Thereof and the National Adjutant be and he is hereby authorized and directed to attest the same.**