

**NATIONAL EXECUTIVE COMMITTEE
OF
THE AMERICAN LEGION
INDIANAPOLIS, INDIANA
October 14-15, 2009**

**Resolution No. 4: One Time Amendment Of The American Legion Salary Savings Plan
(401(k) Plan) For Haynes & Partners, Inc. Consolidation**

Origin: Finance Commission

Submitted by: Finance Commission

WHEREAS, The National Executive Committee, in its meeting on May 6-7, 2009, approved the dissolution of Haynes Partners Communication (HPC); and

WHEREAS, That dissolution necessarily results in dismissing current HPC employees, some of whom will be hired by The American Legion, and who may have several years of employment with the organization; and

WHEREAS, The HPC Board of Directors has requested special dispensation to allow those employees hired by The American Legion to immediately become participants in The American Legion's Employee Salary Savings Plan (401(k) Plan), thereby, requesting that the six-month waiting period be waived; and

WHEREAS, National Finance Commission had reviewed this request, agrees with it and recommends it to the National Executive Committee; now, therefore, be it

RESOLVED, By the National Executive Committee of The American Legion in regular meeting assembled in Indianapolis, Indiana, on October 14-15, 2009, That The American Legion approve a one-time, one-off amendment of the prototype plan for The American Legion's 401(k) Plan, which will allow the six month waiting period to be waived for the group of employees hired due to the dissolution of HPC and for this group of employees only, thereby allowing this group of employees to become immediate participants in the 401(k) Plan with all rights and privileges.