

**CHICKASAW COUNTY, IOWA
FORMAL RECORD OF ACTION
RESOLUTION 02-09-26-11**

The following is a formal record of action taken by the governing body of Chickasaw County, Iowa (the "Company").

With respect to the amendment and restatement of the Chickasaw County, Iowa Deferred Compensation Plan (the "Plan"), the following resolutions are hereby adopted:

RESOLVED: That the Plan be amended to SECURE 2.0 effective January 1, 2026 in the form attached hereto, which Plan is hereby adopted and approved;

RESOLVED FURTHER: That the appropriate officers of the Company be, and they hereby are, authorized and directed to execute the Plan on behalf of the Company;

RESOLVED FURTHER: That the officers of the Company be, and they hereby are, authorized and directed to take any and all actions and execute and deliver such documents as they may deem necessary, appropriate or convenient to effect the foregoing resolutions including, without limitation, causing to be prepared and filed such reports, documents or other information as may be required under applicable law.

Dated this 9th day of February, 2026.

Steve Scott
Steve Scott C
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