

**AMENDMENT NO. 1 TO THE
IDAHO NATIONAL LABORATORY EMPLOYEE RETIREMENT PLAN
(As Amended and Restated Effective October 1, 2013)**

WHEREAS, Battelle Energy Alliance, LLC, CH2M♦WG Idaho, LLC and Idaho Treatment Group, LLC (together, the "Plan Sponsors") previously adopted the Idaho National Laboratory Employee Retirement Plan (the "Plan"), which Plan was amended and restated effective October 1, 2013; and

WHEREAS, in connection with the filing of the Plan with the Internal Revenue Service (the "IRS") to obtain a favorable determination letter as to the tax qualified status of the Plan, the IRS has requested that the Plan Sponsors amend the Plan in certain respects;

WHEREAS, pursuant to Section 14.1 of the Plan, the Board of Managers, or if there is no Board of Managers, the presiding officer of each Plan Sponsor, or its properly authorized delegate, may amend the Plan; and

WHEREAS, the Plan Sponsors desire to amend the Plan to respond to the IRS comments as provided herein effective as of October 1, 2013 unless otherwise provided herein;

NOW, THEREFORE, BE IT RESOLVED, that the Plan, as amended and restated be further amended as follows:

1.

Section 2.67 (definition of Spouse) is hereby amended effective as of June 26, 2013 by substituting the following for the current provision:

"2.67 Spouse

Effective as of June 26, 2013, all references throughout the Plan to "Spouse" shall mean the individual of the opposite sex or the same sex to whom the Participant is lawfully married under the laws of the domestic or foreign jurisdiction (the "Jurisdiction") having the legal authority to sanction marriages in the Jurisdiction in which the marriage was performed, even if the couple is domiciled in a state that does not recognize the validity of the marriage, provided that for this purpose "marriage" does not include registered domestic partnerships, civil unions or other similar formal relationships recognized under the laws of a Jurisdiction but that are not denominated as marriage under that Jurisdiction, and further provided that such marriage is recognized for purposes of the Code pursuant to Department of Treasury guidance issued thereunder. A former Spouse will be treated as the Spouse to the extent required under a qualified domestic relations order as described in Code Section 414(p)."

2.

Section 3.4 (Reemployment Rights under USERRA) is amended by adding the following provision effective January 1, 2007:

“Further, effective for deaths occurring on or after January 1, 2007, in the case of a Participant who dies while performing qualified military service (as defined in Code Section 414(u)), the Participant’s survivors shall be entitled to any additional benefits (other than benefit accruals relating to the period of qualified military service) provided by the Plan determined as if the Participant had resumed employment as of the date immediately prior to his death then terminated employment on the date of his death.”

3.

Section 6.22 (concerning funding based limits on benefits and benefit accruals under Code Section 436) is hereby amended effective as of October 1, 2008 by adding the following after the introductory sentence:

“The determination of the Plan’s adjusted funding target attainment percentage and the application of the limitations of this Section 6.22 shall be determined, interpreted and administered in accordance with Code Section 436 and the applicable final and temporary regulations and other applicable guidance issued thereunder. The definitions in the following Treasury Regulations apply for purposes of this Section 6.22: § 1.436-1(j)(1) defining adjusted funding target attainment percentage; § 1.436-1(j)(2) defining annuity starting date; § 1.436-1(j)(6) defining prohibited payment; § 1.436-1(j)(8) defining section 436 measurement date; and § 1.436-1(j)(9) defining an unpredictable contingent event and an unpredictable contingent event benefit.”

4.

Section 6.22.8 (concerning determination of the application of Code Section 436) is hereby amended effective as of October 1, 2008 by substituting the following for the current provision:

“6.22.8 Determination of Application of Code Section 436.

In determining whether the restrictions of Code Section 436 apply at any time to the Plan and Plan benefits, the Plan’s AFTAP shall be determined for each Plan Sponsor separately and in accordance with Code Section 436 and the regulations thereunder, including rules relating to contributions and other methods a Plan Sponsor may use to avoid benefit limitations and restrictions.”

5.

Except as herein amended, the provisions of the Plan shall remain in full force and effect.

IN WITNESS WHEREOF, each Plan Sponsor has caused this Amendment to be executed by its duly authorized officer this 30th day of April, 2015.

IDAHO TREATMENT GROUP, LLC

By: 
Name: David J Richardson
Title: President

BATTELLE ENERGY ALLIANCE, LLC

By: 
Name: JOHN V GROSSENBACHER
Title: PRESIDENT BEA AND USDOE 0129

CH2M♦WG IDAHO, LLC

By: 
Name: THOMAS JAY DIETER
Title: PRESIDENT & CEO of CH2M