The Farm Credit Foundations Trust Committee ("Trust Committee"), acting in its role as the Plan Administrator of the Farm Credit Foundations Defined Contribution/401(k) Plan (the "Plan"), adopts the following Employee Rollover Contributions Policy pursuant to the terms of the Plan.

(A) **Guiding Principles**

1. **Compliance with Applicable Law.** Rollover Contributions will be accepted in accordance with the applicable provisions of the Internal Revenue Code of 1986, as amended, Treasury Regulations, other forms of Internal Revenue Service guidance (both formal and informal), and the provisions of this Employee Rollover Contributions Policy.

2. **Qualified Status of Plan.** The Plan will not accept a proposed Rollover Contribution if, in the sole judgment of the Plan Administrator, the acceptance of that proposed Rollover Contribution could reasonably be expected to jeopardize the qualified status of the Plan.

3. **Satisfactory Evidence.** To avoid a risk as to the qualified status of the Plan, the Plan Administrator may require an Employee to furnish evidence that the proposed Rollover Contribution, is, in fact, a Rollover Contribution which the Code permits an Employee to make to a qualified plan and which is permitted under this Rollover Contributions Policy.

4. **Nondiscriminatory Basis.** This Employee Rollover Contributions Policy will be applied on a nondiscriminatory basis to all participants in the Plan.

5. **Intent Underlying Policy.** This Employee Rollover Contributions Policy is intended to summarize the principles that the Plan Administrator will follow in specific situations. It is not intended to provide detailed rules for every situation that could conceivably arise. The Plan Administrator will exercise its judgment and discretion with respect to situations that are not addressed in this Policy.

(B) **Acceptable Form of Rollover Contributions**

1. **Cash Only.** The Plan will accept Rollover Contributions only in the form of cash. The Plan will not accept any form of "in kind" Rollover Contributions.

(C) **Acceptable Sources of Rollover Contributions**

1. **Qualified Plans.** The Plan will accept part or all of a distribution which qualifies as an "eligible rollover distribution" of the Employee’s benefit from a trust described in Code § 401(a) and exempt from tax under Code § 501(a).

2. **Conduit IRA.** The Plan will accept a distribution from an individual retirement account or annuity if the entire balance of such individual retirement account or annuity is attributable to a distribution from a qualified plan, as described in paragraph (C)(1) above. The Plan will not, however, accept a distribution from a Roth IRA, even if the entire balance of that Roth IRA is attributable to a distribution from a qualified plan.

3. **403(b) Plans / Annuities.** The Plan will accept part or all of a distribution from a 403(b) plan and/or a 403(b) annuity if the distribution qualifies as an “eligible rollover distribution. The Plan will not, however, accept a distribution from a 403(b) plan or a 403(b) annuity if the distribution includes amounts attributable to Roth after-tax contributions to the 403(b) plan or 403(b) annuity.
(4) **Governmental 457(b) Plans.** The Plan will accept part or all of a distribution from a governmental 457(b) plan if the distribution qualifies as an “eligible rollover distribution.” The Plan will not, however, accept a distribution from a governmental 457(b) plan if the distribution includes amounts attributable to Roth after-tax contributions to the governmental 457(b) plan.

(D) **Sources From Which Rollover Contributions Are Not Accepted**

(1) **Non-Conduit IRA.** The Plan will not accept a Rollover Contribution from any individual retirement account or annuity other than a “conduit IRA” as described above.

(2) **SIMPLE IRA.** The Plan will not accept a Rollover Contribution from a SIMPLE IRA.

(3) **457(b) Plans Maintained by Tax-Exempt Employers.** The Plan will not accept a Rollover Contribution from a 457(b) plan that is maintained by a tax-exempt employer.

(4) **457(f) Plans.** The Plan will not accept a Rollover Contribution from a 457(f) plan (also known as an “ineligible 457 plan”).

(E) **After-Tax Contributions**

(1) **After-Tax Contributions.** The Plan will accept a Rollover Contribution that includes or is attributable to Employee After-Tax Contributions.

(2) **Roth IRA.** The Plan will not accept a Rollover Contribution from a Roth IRA.

(3) **Roth 401(k).** The Plan will accept a Rollover Contribution from a qualified plan that includes Roth 401(k) contributions.

(F) **Persons Who May Make Rollover Contributions**

(1) **Participants in the Plan.** The Plan will not accept Rollover Contributions from any person who is not a Participant in the Plan.

(2) **Active Employees / Retirees / Former Employees.** The Plan will accept Rollover Contributions from the following Participants:

(a) Participants who are active employees;

(b) Former employees who are making a Rollover Contribution within 90 days after the date their employment relationship was terminated; and/or

(c) Former employees who are making a Rollover Contribution at any time from a qualified plan maintained by an employer within the Farm Credit System.

The Plan will not accept Rollover Contributions from any person who is not a Participant in the Plan at the time the Rollover Contribution would otherwise be made.

(G) **Non-Spouse Rollovers.** The Plan will not accept non-spouse rollovers.