

**FIRST AMENDMENT
TO THE
GEORGE MASON UNIVERSITY
CASH MATCH PLAN**

(As Effective April 1, 2000)

W I T N E S S E T H

WHEREAS, the George Mason University Cash Match Plan (the "Plan") of the George Mason University (the "University") was established effective April 1, 2000;

WHEREAS, in connection with the submission of the Plan to the Internal Revenue Service (the "IRS") for a letter of favorable determination as to its qualified status, the University desires to amend the Plan to incorporate the amendment requested by the IRS; and

WHEREAS, Section 7.1 of the Plan permits the University to amend the Plan.

NOW, THEREFORE, in accordance with the foregoing, the Plan is hereby amended as follows effective April 1, 2000:

1. The following clause shall be added to the end of the first sentence of Section 1.10:

including any elective contributions made by the Employer on behalf of the Participant to a Code section 401(k) plan, a Code section 403(b) plan, a Code section 457(b) plan, a cafeteria plan pursuant to Code section 125, or a qualified transportation fringe benefit program pursuant to Code section 132(f)(4) maintained by the Employer, that are not includible in the Participant's gross income.

IN WITNESS WHEREOF, the undersigned, being an authorized officer of the University, has caused this FIRST AMENDMENT TO THE GEORGE MASON UNIVERSITY CASH MATCH PLAN to be executed on behalf of the University this 28th day of August, 2003.

GEORGE MASON UNIVERSITY

By: Maurice W. Schorrens

Name: MAURICE W. SCHORRENS

Title: Senior U.P.