

**NORTHERN CALIFORNIA TILE INDUSTRY HEALTH AND WELFARE PLAN**  
(As revised January 1, 2023)

**THIRD AMENDMENT**

Pursuant to the powers conferred upon them by Section 5.5 of Article V of the Restated Agreement and Declaration of Trust to adopt and from time to time amend, alter or otherwise change the Welfare Plan, the Board of Trustees, acting at its meeting of July 19, 2023, amended the Northern California Tile Industry Health and Welfare Plan as follows, to be effective on the date noted below, and authorized the Chairman and Secretary to authenticate the same by affixing their signatures thereto:

1. Effective May 12, 2023, amend Part 2, Article I, Section C, subsection titled "COVID-19 Screening and Testing Charges" in its entirety to state as follows:

**COVID-19 Screening and Testing Charges**

When you use a PPO Provider..... 80%  
When you use a Non-PPO Provider..... 60%

2. Effective May 12, 2023, amend Part 2, Article III, to delete subsection AB in its entirety and to renumber all subsequent subsections accordingly:

IN WITNESS of the adoption of this amendment, the Chairman and Secretary hereby subscribe their names, on the dates indicated.

Richard J. Roman  
Chairman

Date: 7-19-23

W. C. Bell  
Secretary

Date: 7/19/23