

NORTHERN CALIFORNIA TILE INDUSTRY DEFINED BENEFIT PLAN
(as revised January 1, 2023)

FOURTH AMENDMENT

Pursuant to the powers conferred upon them by Article V, Section 5.5 of the Trust Agreement, the Board of Trustees, meeting on the 17th day of July, 2024, amended the Defined Benefit Plan as follows, to be effective immediately except as provided below, and authorized the Chairman and Secretary to authenticate the same by affixing their signatures hereto:

1. Effective May 15, 2024 amend Article VI, Section 5 in its entirety to state as follows:
5. Designation of Beneficiary

An unmarried participant, or a married participant with the proper consent of his or her spouse, may name any person to receive any remaining payments under the 60 month guarantee of the Single Life Annuity, or to be a Contingent Annuitant. An unmarried participant, or a married participant with the proper consent of his or her spouse, may also change the designation of the person to receive remaining payments under the 60 month guarantee of the Single Life Annuity at any time before the participant's death. However, the designation of a participant's spouse for any remaining payments under the Single Life Annuity shall be automatically revoked by the dissolution of their marriage, unless preserved by a Qualified Domestic Relations Order or reinstated by the participant after the dissolution; the designation of a participant's Domestic Partner for any remaining payments under the Single Life Annuity shall be automatically revoked by the dissolution of their Domestic Partnership, unless reinstated by the participant after the dissolution. If an Employee dies with any payments due under the Single Life Annuity, and there is no valid designation of beneficiary by the Employee on file at the Administration Office, then the remaining payments shall be made as follows (subject to the limitations noted in this paragraph):

1. to the Employee's spouse or Domestic Partner at death, if any; or if none,
2. to the beneficiary designated on the Employee's Union death benefit beneficiary election form, if living, or if none,
3. to the beneficiary designated for the death benefit provided by the Northern California Tile Industry Health and Welfare Plan, if living; or if none,
4. to the Employee's children, if any are living; or if none,
5. to the Employee's parents, if either is living; or if none,
6. to the Employee's brother(s) and sister(s), if any are living; or if none,
7. to the Employee's heirs.

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

Richl Romanch
Chairman

Date: 7-17-24

W.L. Goss
Secretary

Date: 7/17/24