

NORTHERN CALIFORNIA TILE INDUSTRY VACATION AND HOLIDAY PLAN
(July 14, 2011)

SECOND AMENDMENT

Pursuant to the powers conferred upon them by Section 1 of Article IV of the Northern California Tile Industry Vacation and Holiday Fund Trust Agreement to adopt and from time to time amend the Vacation and Holiday Plan, the Board of Trustees, meeting on the 17th day of July, 2024 amended the Plan as follows, to be effective immediately, and authorized the Chairman and Co-Chairman to authenticate the same by affixing their signatures hereto:

1. Effective July 1, 2024, amend Article VII Section 1 in its entirety to state as follows:

Section 1. In the event of the death of any Participant, all monies held in the deceased Participant's account shall, upon presentation of a death certificate issued by a governmental agency, be paid over to the Participant's designated beneficiary. If no beneficiary is designated, the Participant's benefits shall be paid in accordance with the following order of priority, each to the exclusion of the others (subject to the limitations noted in Section 2 of this Article):

- (a) to the Participant's spouse or domestic partner,
- (b) to the beneficiary designated on the Participant's Union death benefit beneficiary election form, if living, or
- (c) to the beneficiary designated for the death benefit provided by the Northern California Tile Industry Health and Welfare Plan, if living, or
- (d) to the Participant's children, in equal parts, or
- (e) to the Participant's father and/or mother, or
- (f) to the Participant's sisters and/or brothers.

All monies held in a deceased Participant's account at the time of death that are not distributed under the above provisions, and that remain unclaimed after three years of the date of Participant's death, shall be forfeited in accordance with Article V, Section 1, and shall remain subject to recovery by any beneficiary of the deceased Participant entitled to such monies under Article V, Section 2.

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

Richel Bourgeois
Chairman

Date: 7-17-24

Nell Ecell
Secretary

Date: 7/17/24