

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

**FIFTH 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 12<sup>th</sup> day of March, 2025, 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 March 12, 2025, amend Article III, Section 3 in its entirety to state as follows:

3. Requirements for Vesting

An Employee's interest in this Plan shall be vested, and the Employee shall have a nonforfeitable right to benefits under this Plan, upon the occurrence of any of the following before a permanent break in service:

a. effective January 1, 1999, accrual of five years of Credited Service for Vesting, if the Employee has satisfied one of the following requirements:

(1) the Employee performed at least 300 hours of Covered Employment in 1998, and at least one hour in 1999; or

(2) the Employee performed at least 300 hours of Covered Employment in 1999 or any Plan Year thereafter.

b. accrual of ten years of Credited Service for Vesting;

c. accrual of five years of Credited Service for Vesting for Covered Employment for an Individual Employer which is a Union or an affiliated organization;

d. attainment of age sixty-five (65) and the fifth (5th) anniversary of the Employee's first employment under this Plan or a Prior Plan without a permanent break in service in effect, regardless of the number of years of Vesting Credits.

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

Richie Romano  
Chairman

Date: 3/12/2025

Richard Hill

Secretary

Date: 3/15/2025 | 12:51 PM EDT