

**EIGHTH AMENDMENT TO THE
THREE RIVERS ANNUITY FUND
(As Amended and Restated effective January 1, 2015)**

This Eighth Amendment to the Three Rivers Annuity Fund, as amended and restated effective January 1, 2015, (the “Plan”) is made by the Board of Trustees of the Three Rivers Annuity Fund (the “Trustees”) as Trustees, and on behalf of the Employers and Union.

WITNESSETH:

WHEREAS, the Trustees previously adopted and presently maintain the Plan as amended and restated;

WHEREAS, the Trustees wish to amend the Plan to provide that expenses of the Plan shall be paid out of Plan assets; and

WHEREAS, under Section 10.01 of the Plan, the Trustees, Employers and Union reserve the right to amend the Plan from time to time in any respect by action of the Trustees, Employers and Union.

NOW, THEREFORE, pursuant to Section 10.01 of the Plan, the Trustees, Employers and Union hereby amend the Plan as follows:

1. Section 9.25 of the Plan is amended to read as follows (amended section underlined):

9.25 Fees and Expenses: All expenses and charges with respect to the Plan and the Trust including, without limitation, the compensation of legal counsel, accountants and agents, such reasonable compensation for the Administrator’s services as shall be determined by the Trustees, such reasonable compensation for the depository’s services as shall be determined by the Trustees, and the payment of taxes of any kind upon or with respect to the Plan, shall be paid from the assets of the Plan in accordance with the written policies of the Trustees.

2. In all other respects, the provisions of the Plan are hereby ratified and confirmed, and they shall continue in full force and effect. In order to maintain the terms of the Plan in a single document, this Amendment may be incorporated into the most recent restatement of the Plan and the Table of Contents and any section numbers and section references or cross-references may be corrected and/or updated at any time.

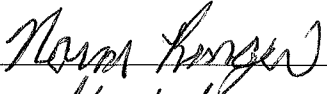
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IN WITNESS WHEREOF, the Trustees have duly executed this Eighth Amendment on the 18th day of January, 2017.

TRUSTEES:

UNION







EMPLOYERS

