

Amendment No. 12
Seventh Revised Pension Plan of the
Solano-Napa Counties Electrical Workers' Pension Trust

Article 9, Section 9.1 of the Seventh Revised Pension Plan provides:

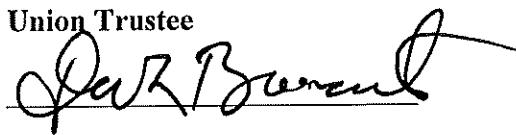
This Plan may be amended at any time by the Trustees, consistent with the provisions of the Trust Agreement. **The Trustees amend Section 3.3.a and b. to add the following subsection (13) as follows:**

(13)

- a. A Regular Pension having an Annuity Starting Date on or after August 1, 2013 shall be a monthly amount equal to \$133 for each Benefit Unit (or fraction thereof) earned up to and including July 31, 2013 and \$123 for each Benefit Unit (or fraction thereof) earned on or after August 1, 2013.
- b. The amount of Early Retirement Pension earned by a Participant who has not attained age 58 on his Annuity Starting Date, for Benefit Units (or fractions thereof) earned on or before July 31, 2013, shall be determined as follows:
 - (1) The first step is to determine the amount of the Regular Pension to which the Participant would be entitled if had attained the age for a Regular Pension on his Annuity Starting Date.
 - (2) The second step is to reduce the amount in (1) above by $\frac{1}{4}$ of 1% for each month the effective date of retirement is prior to the Regular Retirement Age between age 58 and age 60 (6%) and additionally $\frac{1}{2}$ of 1% for each month that the Participant is younger than age 58 on his Annuity Starting Date.
 - (3) The amount of Early Retirement Pension earned by a Participant who has not attained age 64 on his Annuity Starting Date, for Benefit Units (or fractions thereof) earned on or after August 1, 2013 shall be determined as follows:
 - (4) The first step is to determine the amount of the Normal Pension (age 64) to which the Participant would be entitled if had attained the age for a Normal Pension on his Annuity Starting Date.
 - (5) The second step is to reduce the amount in (4) above by $\frac{1}{2}$ of 1% for each month the effective date of retirement is prior to the Normal Pension Age (64) and actual age of retirement on his Annuity Starting Date.

Dated: December 4, 2012

Union Trustee



Employer Trustee

