

Amendment No. 1

**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.

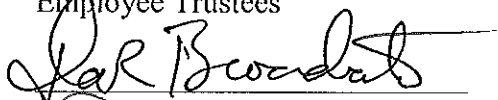
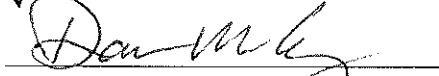
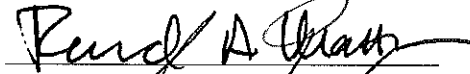
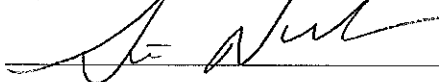
Pursuant thereto the Trustees amend section 7.9 as follows:

An additional paragraph "3" is added to Section 7.9 a.

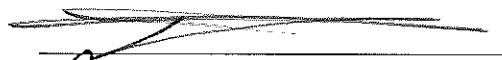
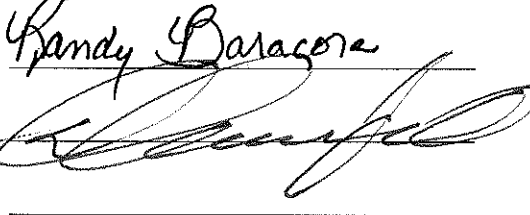
7.9 a.(3). For the period January 1, 2008 through December 31, 2008 all normal retirees whose annuity starting date precedes return to covered employment by at least ninety (90) days will be permitted to return to covered and contributory employment and will be permitted to work without restriction of hours during the above period without a loss of plan benefits. "Work" is defined as covered and contributory employment in the geographical area of the Plan. This amendment does not apply to persons who work for employers who are not required to contribute to the plan.

Dated: 6/12/08

Employee Trustees

Employer Trustees

Amendment No. 2

**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.

Pursuant thereto the Trustees amend section 7.13 as follows:

An additional paragraph "c" is added to Section 7.13 a.

7.13 c. Exception. A pensioner or beneficiary entitled to benefits under this plan shall have the right to assign benefits to the Solano-Napa Counties Electrical Workers' Health and Welfare Plan. The assignment shall be for the purpose of maintaining health coverage upon retirement. The assignment shall be in writing and specify the periodic nature of any payments to the Solano-Napa Counties Electrical Workers' Health and Welfare Plan.

Dated: 06/12/08

Employee Trustees

[Signature]

[Signature]

[Signature]

[Signature]

Employer Trustees

[Signature]

[Signature]

[Signature]

[Signature]

Amendment No. 3

**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.


Pursuant thereto the Trustees amend section 7.9 as follows:

An additional paragraph "4" is added to Section 7.9 a.

7.9 a.(4). For the period January 1, 2009 through December 31, 2009 all normal retirees whose annuity starting date precedes return to covered employment by at least ninety (90) days will be permitted to return to covered and contributory employment and will be permitted to work up to 1,200 Hours of Service during the January 1, 2009 through December 31, 2009 period. "Work" is defined as covered and contributory employment in the geographical area of the Plan. This amendment does not apply to persons who work for employers who are not required to contribute to the plan.

Dated: 8/20/09

Employee Trustees


Co-Chairman

Employer Trustees


Co-Chairman

Amendment No. 4

**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 add:

Section 3.3.a. (13):

(13) A Regular Pension having an Annuity Starting Date on or after August 1, 2009 shall be a monthly amount equal to \$133 for each Benefit Unit (or fraction thereof) earned up to and including July 31, 2009 and \$123 for each Benefit Unit (or fraction thereof) earned on or after August 1, 2009.

The Trustees also amend:

Section 3.5 (b) and add Section 3.5(c) as follows:

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, 2009, 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.

c. 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, 2009 shall be determined as follows:

- (1) 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 Regular Pension on his Annuity Starting Date.

- (2) The second step is to reduce the amount in (1) above by $\frac{1}{2}$ of 1% for each month the effective date of retirement is prior to the Regular Retirement Age (64) and actual age of retirement on his Annuity Starting Date.

Dated: 6-10-09

Union Trustees

Rick Zoudek
Steve
David M. Mason
Don McE

Employer Trustees

[Signature]
Randy Baraca
[Signature]
[Signature]

Amendment No. 5

**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.


Pursuant thereto the Trustees amend section 7.9 as follows:

An additional paragraph "5" is added to Section 7.9 a.


7.9 a.(4). For the period January 1, 2010 through December 31, 2010 all normal retirees whose annuity starting date precedes return to covered employment by at least ninety (90) days will be permitted to return to covered and contributory employment and will be permitted to work up to 1,200 Hours of Service during the January 1, 2010 through December 31, 2010 period. "Work" is defined as covered and contributory employment in the geographical area of the Plan. This amendment does not apply to persons who work for employers who are not required to contribute to the plan.

Dated: 1-22-10

Employee Trustees


Dan Broadwater

Employer Trustees


Don Campbell

Amendment No.6

**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. Pursuant thereto the Trustees amend section 4.5 effective for all retirements on and after June 1, 2010 as follows:

An additional paragraph "B" is added to Section 4.5(f):

- a. **Grace Periods.** A Participant who was absent from Covered Employment shall be allowed a grace period if he failed to earn, during the Contribution Period, the Credited Service required to prevent a Break in Service in accordance with the following provisions:
- (1) **Disability.**
- (A) A Participant shall be allowed a grace period of up to three years for each separate and distinct disability if his failure to work in Covered Employment was due to the disability. Disability for the purpose of this Section shall be established by receipt of Workers Compensation temporary disability benefits, State Disability benefits or Social Security Disability benefits. Application for such grace period to be granted must be within thirty-six (36) months of commencement of the disability.
- (B) A participant with less than five (5) years of Credited Service who would otherwise incur a permanent break in service shall be granted up to one (1) year of Special Credited Service (vesting credit) for all periods of disability resulting in failure to work in Covered Employment. Partial Special Credited Service shall be earned based on 80 hours for each two (2) week period of disability. Credited Service based on this subsection (B) shall not exceed one (1) regardless of the total months or years of disability that may preclude a participant from working in Covered Employment. Special Credited Service shall not count towards the eligibility requirements for a Disability Pension or Death Benefit.

Special Credited Service under this subsection (B) will be granted only if applied for by the Participant within twenty four (24) months of the date

Dated: 6-9-10

Employee Trustees

[Handwritten signatures: New Board of Directors]

Employer Trustees

[Signature]

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Corrected Amendment No. 7
Seventh Revised Pension Plan of the
Solano-Napa Counties Electrical Workers' Pension Trust

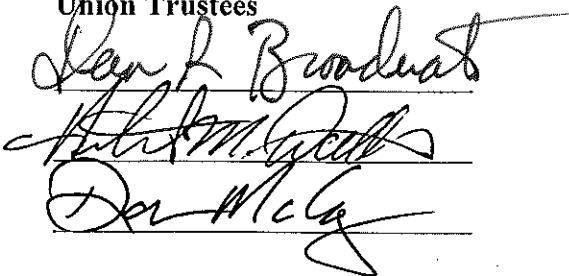
Article 9, Section 9.1 of the Seventh Revised Pension Plan provides:

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:

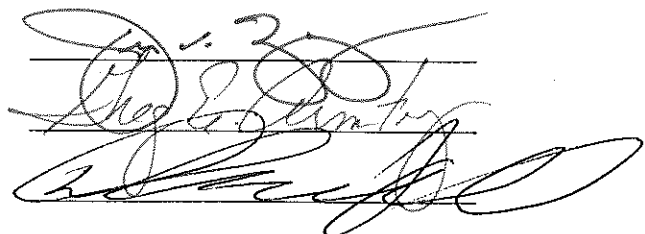
- (13)
- a. A Regular Pension having an Annuity Starting Date on or after August 1, 2009 shall be a monthly amount equal to \$133 for each Benefit Unit (or fraction thereof) earned up to and including July 31, 2012 and \$123 for each Benefit Unit (or fraction thereof) earned on or after August 1, 2012.
 - 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, 2012, 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, 2012 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: 3/23/2012

Union Trustees



Employer Trustees



Amendment No. 7

**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:



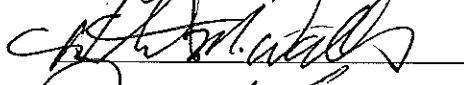

This Plan may be amended at any time by the Trustees, consistent with the provisions of the Trust Agreement.

The Trustees amend Section 3.3.a. (13) as follows:

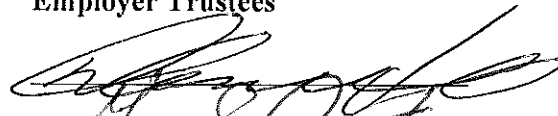
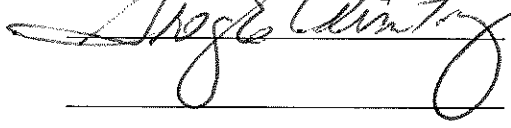
(13) A Regular Pension having an Annuity Starting Date on or after August 1, 2009 shall be a monthly amount equal to \$133 for each Benefit Unit (or fraction thereof) earned up to and including July 31, 2012 and \$123 for each Benefit Unit (or fraction thereof) earned on or after August 1, 2012.

Dated: 6-9-10

Union Trustees

Employer Trustees

Amendment No. 8**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.

Therefore, Section 7.15 a. (1) shall be amended by adding a second paragraph as follows:

Section 7.15 Maximum Benefit Limitations.**a. Basic limitation.**

- (1) This subsection applies regardless of whether any Participant is or has ever been a Participant in another qualified plan maintained by any Employer contributing to this Plan. If any Participant is or has ever been a Participant in another qualified plan maintained by any Employer contributing to the Plan, or a welfare benefit fund, as defined in IRC Section 419(e), maintained by the Employer, or an individual medical account, as defined in IRC Section 415(1)(2), which provides an Annual Addition, subsection (b) is also applicable to that Participant's benefits.

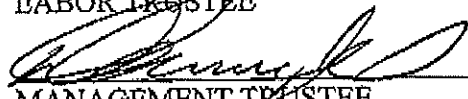
Regardless of any other provision herein the limitations in IRC section 415 shall apply to all benefit calculations under the Plan. The limitations shall be applicable as they existed both before July 1, 2007 and after July 1, 2007 when the final regulations were adopted.

- (2) The Annual Benefit otherwise payable to a Participant at any time will not exceed that maximum permissible amount under IRC Section 415. If the benefit the Participant would otherwise accrue in a Limitation Year would produce an Annual Benefit in excess of the maximum permissible amount, the rate of accrual will be reduced so that the Annual Benefit will equal the maximum permissible amount.

Dated: 9-1-10


LABOR TRUSTEE

Dated: 9-1-10


MANAGEMENT TRUSTEE

Amendment No. 9

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 1.18 by adding additional subsections (c), (d), and (e) as follows:

c. Survivor and Disability Benefits

In the case of a death occurring on or after January 1, 2007, if a Participant dies while performing qualified military service (as defined in Code § 414(u)), the survivors of the Participant are entitled to any additional benefits (other than benefit accruals relating to the period of qualified military service) provided under the Plan as if the Participant had resumed and then terminated employment on account of death. If a participant was not entitled to reemployment rights under USERRA immediately before death, the Plan is not required to provide vesting service for the period of military service or any other benefits that become available upon the death of an active participant. A participant will not be deemed to have USERRA reemployment rights if he or she did not provide advance notice of his military service to the employer or had more than 5 years of cumulative service in the uniformed service while with that employer.

d. Differential Pay.

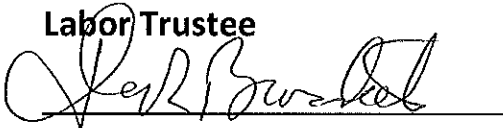
Any differential pay an employer provides to its employees on military leave will be treated as "compensation" with respect to retirement plans for the affected plan year. In addition, differential pay will be considered "wages" for purposes of federal income taxes. Taxes must be withheld from differential pay and reported on W-2 forms.

e. Vesting

Vesting service credit will be provided for a deceased participant's period of qualified military service. However, additional vesting to a participant who becomes disabled while performing qualified military service will not be provided under this provision.

Dated: December 31, 2010

Labor Trustee

A handwritten signature in black ink, appearing to read "Perk Brundel", written over a horizontal line.

Employer Trustee

A handwritten signature in black ink, appearing to read "R. [unclear]", written over a horizontal line.