

IBEW Local No. 684 Pension Trust
Amendment No. 3 to Restated Plan

Pursuant to Section 11.01 of the Revised and Restated Pension Plan for the IBEW Local No. 684 Pension Trust, the Trustees of the Plan have authority to modify any provision of said Plan. Therefore, the Trustees hereby amend Section 5.03 to replace the existing paragraph with the following paragraph effective April 1, 2007:

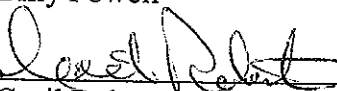
"Section 5.03. Election of Husband-and-Wife Pension.


All pensions shall be paid in the form of a Husband-and-Wife Pension, unless the Participant has filed with the Board, in writing, a timely rejection of that form of pension, subject to all of the conditions of this Section. No rejection shall be effective unless the legal spouse of the Participant has consented in writing to such rejection, and acknowledged the effect thereof, and such rejection is witnessed by a Notary Public. A Participant and his legal spouse may reject the Husband-and-Wife Pension (or revoke a previous rejection) at anytime during the 180-day period which immediately precedes the Annuity Starting Date, that is, before the first day of the month for which a pension is payable. A Participant and his legal spouse shall, in any event, be entitled to exercise the right provided in this Section during a period of up to 180 days after they have received a written explanation of the terms and conditions of the Husband-and-Wife Pension, their rights under this Section and the effect of the exercise of such rights."

Dated: 10/23/2007

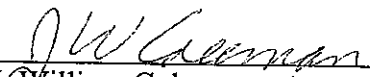
Labor Trustees:

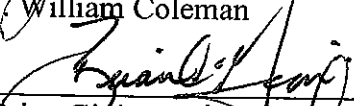

Billy Powell

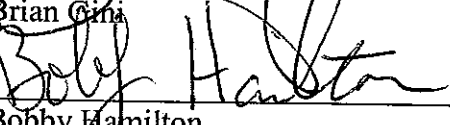

Cecil Roberts


Mark Bowden

Management Trustees:


J. William Coleman


Brian Gira


Bobby Hamilton