

IBEW LOCAL 684 PENSION AND PROFIT SHARING PLAN

Amendment No.

Pursuant to Section 11.1 of the IBEW Local 684 Pension and Profit Sharing Plan the Trustees hereby amend Article VII by adding a new section 7.2 to read as follows:

7.1 DISTRIBUTION - PARTICIPANT'S BASIC ACCOUNT.

Should a Participant not work under the Collective Bargaining Agreement for a twelve (12) consecutive month period and cease work for any employer whose employees are covered by this Plan, or would be covered if the Employer had a collective bargaining agreement with the Union, it shall be considered a special Termination of Employment and the Participant shall receive a lump sum cash distribution of the entire value of his Basic Account if his value does not exceed \$5,000.00.

If the value is equal to or exceeds \$5,000.00, that amount shall remain in his Basic Account under the Plan. Upon the earliest of his regular retirement date, death, or disability as defined herein, the Participant shall then be entitled to receive a distribution of the entire value of his Basic Account subject to all the conditions of this Plan.

7.2 DISTRIBUTION-PARTICIPANT'S BASICACCOUNT - SPECIAL TERMINATION DISTRIBUTION.

This Section 7.2 shall be effective for all terminations commencing on and after as of November 1, 2010. This termination provision shall expire effective March 31, 2013 so that any termination of employment commencing April 1, 2013 will be subject to the provisions of Section 7.1.

Should a Participant not work under the Collective Bargaining Agreement for a four (4) consecutive month period and cease work for any employer whose employees are covered by this Plan, it shall be considered a Termination of Employment and he/she shall be entitled to receive a lump sum cash distribution of the lesser of fifty percent (50%) of the value of his/her Basic Account or fifteen thousand dollars (\$15,000). Said distribution on account of Termination may be made only in the form of a lump sum, and only once prior to normal retirement, In the event the value of the Participant's Basic Account exceeds \$5,000.00, the lump sum distribution will be made only with the written consent of the Participant and his spouse, if any.

Dated: 4-24-12


BILLY POWELL-LABOR TRUSTEE

Dated: 4-24-12


PETE HALVER-MANAGEMENT TRUSTEE