

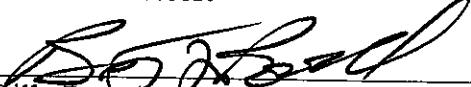
**IBEW Local No. 684 Pension Trust**  
Amendment No. 4 to Restated Plan

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 said Plan by adding the following to Appendix A:

“L. A Pensioner or Beneficiary currently receiving benefits on December 1, 2007 and having an Annuity Starting Date prior to March 31, 1995 will receive a non-recurring benefit supplement in the amount of \$625.00 in the month of December 2007. A Pensioner or Beneficiary currently receiving benefits on December 1, 2007 and having an Annuity Starting Date on or after April 1, 1995 and prior to March 31, 2007 will receive a non-recurring benefit supplement in the amount of \$475.00 in the month of December 2007.”

Dated: January 22, 2008

**Labor Trustees:**

  
Billy Powell

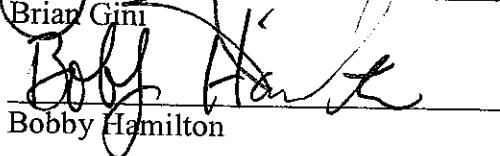
  
Cecil Roberts

  
Mark Bowden

**Management Trustees:**

  
Pete Halver

  
Brian Gini

  
Bobby Hamilton