

AMENDMENT NO. 1
to
WESTERN GLAZIERS RETIREMENT TRUST
(Amended and Restated as of July 1, 2014)

WHEREAS, the Trustees restated the Western Glaziers Retirement Trust ("Plan") effective as of July 1, 2014.

WHEREAS, the Trustees now desire to further amend the Plan in response to a request from the Internal Revenue Service in order to obtain a favorable determination letter.

NOW THEREFORE, it is mutually agreed as follows:

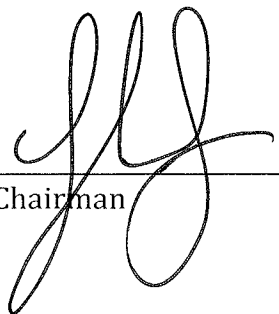
1. Article XII – Miscellaneous, Section 16 is amended to read in its entirety as follows:

16. Credit for Military Service

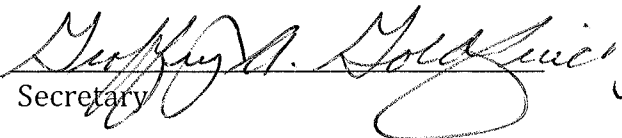
Notwithstanding any other provision of this Plan to the contrary, contributions, benefits and service credit with respect to qualified military service will be provided in accordance with Code Sections 401(a)(37) and 414(u).

Approved at a Board of Trustees meeting on this ²⁴~~6~~ day of June,

2015.



Chairman



Secretary