

**FIRST AMENDMENT TO THE IRON WORKERS DEFINED CONTRIBUTION PENSION
FUND PLAN DOCUMENT**

WHEREAS, the Trustees of the Iron Workers Defined Contribution Pension Fund ("Trustees") desire to amend the Iron Workers Defined Contribution Pension Fund Plan ("Plan");

WHEREAS, the Trust authorizes the Trustees to amend the Plan from time to time;

NOW, THEREFORE, the Plan is amended effective 11/9, 2011 as follows:

1. Article 2, Section 2.3 is amended as follows:

2.3 Participation

Upon completion of one Hour of Service after the effective date of this Plan, an Employee shall become a Participant in the Plan.

Additionally, a structural journeyman who works outside the jurisdiction is a Participant to the extent contributions are received by the Fund pursuant to a reciprocity agreement approved by the Trustees.

2. Article 7, Section 7.16 is amended as follows:


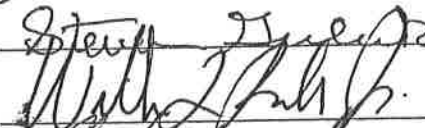

7.16 Reciprocity Agreements

The Trustees may enter into reciprocity agreements. Reciprocated money received by the Fund under any such reciprocity agreement, whether from a defined benefit or defined contribution fund, will be allocated pursuant to policies and procedures adopted by the Trustees.

In the event the Trustees adopt the Iron Workers International Reciprocal Agreement for Iron Worker Annuity Funds (i.e. defined contribution plans under ERISA 3(34)), contributions shall be reciprocated pursuant to the terms of such agreement and its exhibit(s).

The Board of Trustees has adopted this Amendment on 11/9, 2011.

UNION TRUSTEES

EMPLOYER TRUSTEES

