

FOURTH AMENDMENT TO THE IRON WORKERS' LOCAL NO. 25
VACATION PAY FUND PLAN DOCUMENT

WHEREAS, the Board of Trustees of the Iron Workers' Local No. 25 Vacation Pay Fund may amend the Plan Document dated February 28, 2007 (Plan);

WHEREAS, the Trustees of the Iron Workers' Local No. 25 Vacation Pay Fund desire to amend the Plan Document to correct the inadvertent omission of language contained in the First Plan Amendment from the Third Plan Amendment;

NOW, THEREFORE, the Trustees amend the Plan Document as follows:

Article III, Section 11 is amended as follows:

Section 11. Hardship Distribution. The Plan Administrator, at the election of the Participant, shall direct the Trustees to distribute to any Participant 100% of his account prior to the semi-annual distribution date set forth in Section 2 of this Article, two times per ~~calendar year~~ distribution cycle. Distribution cycle shall be defined as the period June through December of any given year and December through June of any given year.

In the event a distribution is made under this section, the Participant shall forfeit all interest earned on said account and pay an administrative fee of \$25.00 to process the distribution.

This amendment has been adopted December 18, 2013.

UNION TRUSTEES

Jack O'Donnell
Steve Gulick
Pat B.

EMPLOYER TRUSTEES

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