

SECOND AMENDMENT TO THE
IRON WORKERS DEFINED CONTRIBUTION PENSION FUND PLAN

WHEREAS, the Trustees of the Iron Workers Defined Contribution Pension Fund ("Trustees") established the Iron Workers Defined Contribution Pension Fund Plan, and the Iron Workers Defined Contribution Pension Fund Agreement and Declaration of Trust (collectively the "Plan"), effective March 1, 2010, which has been amended on one other prior occasion;

WHEREAS, the Trustees are authorized to amend the Plan from time to time;

WHEREAS, the Trustees desire to amend the Iron Workers Defined Contribution Pension Fund Plan document to comply with the Heroes Earnings Assistance and Relief Act of 2008 ("HEART");

NOW, THEREFORE, the Plan is hereby amended, effective March 1, 2010, as follows:

1. Section 7.5 of the Plan document is amended by adding a paragraph at the end of that section to read as follows:

This section shall be interpreted consistently with IRC 415 and its corresponding regulations, including the IRC 415 definition of compensation and any amendments and/or corresponding regulations thereto, including those made pursuant to the Heroes Earnings Assistance and Relief Tax Act of 2008 (HEART Act).

2. Article 6 of the Plan document is amended by adding a paragraph at the end of that Article to read as follows:

Notwithstanding the foregoing, the beneficiary of a Participant on a leave of absence to perform military service with reemployment rights under Section 414(u) of the Internal Revenue Code shall be entitled to any additional benefits (other than benefit accruals relating to the period of qualified military service) that would be provided under the Plan had the Participant died as an active Participant in accordance with Section 401(a)(37) of the Internal Revenue Code.

The Board of Trustees has adopted this Second Amendment on 3/30, 2012.

UNION TRUSTEES

Jack O'Donnell
Steve Kuep
Walt Johnson

EMPLOYER TRUSTEES

D. J. Dugan
John Dugan