

AMENDMENT TWO
To the
SACRAMENTO INDEPENDENT HOTEL, RESTAURANT AND TAVERN EMPLOYEES
PENSION PLAN

Recitals

WHEREAS, the Board of Trustees of the Sacramento Independent Hotel, Restaurant and Tavern Employees Pension Plan ("Plan") wishes to provide certainty regarding withdrawal liability for future contributing Employers;

WHEREAS, the Board of Trustees has determined that it is in the best interest of the Plan's Participants (greater Employer contributions to the Plan) to adopt a provision providing for a free look from withdrawal liability for new employers contributing to the Plan;

THEREFORE, the Board of Trustees amends the Plan as follows:

Amendment

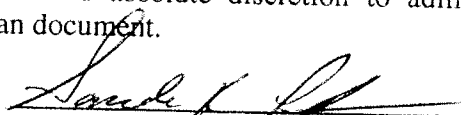
Section 11.2 of the Sacramento Independent Hotel, Restaurant and Tavern Employees Pension Plan is added to Article 11 of the Plan effective as of November 1, 2016, as follows:


Section 11.2 Free Look Rule—Withdrawal Liability. Pursuant to ERISA Section 4210, the Plan's withdrawal liability provisions shall not be applicable to an Employer that first begins contributing to the Plan on or after November 1, 2016, and which completely or partially withdraws from the Plan, provided all of the following conditions are met:

1. The Employer had an obligation to contribute to the Plan for no more than five (5) years;
2. The Employer's required contributions for each of the Plan Years prior to the withdrawal were less than two percent (2%) of the sum of all Employer contributions for each of those Plan Years;
3. No contributions were previously made by the Employer prior to January 1, 1980;
4. The Employer has not previously avoided withdrawal liability under this "Free Look" provision;
5. The ratio of the Plan's assets (for the Plan Year preceding the first Plan Year in which the Employer was required to contribute to the Plan) to benefit payments during that Plan Year was at least 8 to 1; and
6. For Participants of the withdrawing Employer, the Plan will cancel any Past Service Credit (credits for periods of participants' eligible employment before the Employer began contributing to the Plan) as authorized by the Internal Revenue Code Section 411(a)(3)(E).

The Board of Trustees shall have the total and absolute discretion to administer and interpret this provision consistent with ERISA and the Plan document.

Approved: October 28, 2016


Sandra Parker, Chair


Sherri Chiesa, Co-Chair