

**EIGHTH RESTATED LOCAL NO. 104 SUPPLEMENTAL PENSION PLAN**  
(As amended and restated January 2021)

**Amendment 2**

Pursuant to the authority set forth in Section 8.1 of the Plan, the Trustees hereby amend the Plan as follows effective as stated below:

1. Section 5.2(a)(7) is amended to read as follows:

(7)     Window Period Lump Sum Payments/Mandatory Lump Sum Distributions.

A. A Participant who meets all the following requirements may receive his or her account balance in a lump sum in accordance with Section 5.3(h):

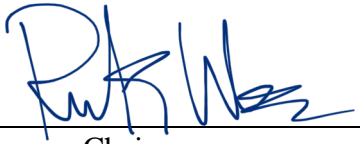
- (i) The account balance is less than \$5,000;
- (ii) No contributions have been made to the account for a period of at least eighteen (18) consecutive months preceding the distribution;
- (iii) The Participant has terminated employment with the Employer which made the most recent contribution on the Participant's behalf;
- (iv) During the eighteen (18) months preceding the distribution the Participant has worked in the Sheet Metal Industry for an employer which is party to a collective bargaining agreement with the Union, in a position for which no contributions are required to be made to this Plan;
- (v) The Participant fully satisfies requirements (i), (ii), (iii) and (iv) on or after January 1, 1994 and no later than December 31, 1999; and
- (vi) The Participant's written request for payment under this paragraph is received at the administrative office of the Plan no later than July 1, 2000.

B. No later than June 30, 2021, the following Individual Accounts shall be distributed:


- (i) Participant's Individual Account balance is less than \$5,000;
- (ii) No Employer Contributions have been made to the Participant's Individual Account, for at least twenty-four (24) consecutive months.
- (iii) Any Participant that does not affirmatively elect a lump sum distribution shall have his/her Individual Account rolled over into

an Individual Retirement Account that satisfies 29 C.F.R.  
§2550.404a-2.

This Amendment 2 was adopted by the Board of Trustees on June 8, 2021. The Chairman and Co-Chairman were authorized by the Board of Trustees to execute this Amendment on their behalf. This Amendment 2 may be executed in counterparts, each of which shall be deemed to be an original, but all of which together shall constitute one and the same Amendment 2.

  
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Chairman

Date: 6.9.21

  
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Co-Chairman

Date: 6-9-21