

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

**Amendment 6**

Pursuant to the authority set forth in Section 8.1 of the Plan, the Trustees hereby amend the Plan as follows effective December 13, 2022:

1. Section 5.2(a)(6) is revised to read as follows:

(6) Small Account. Departure from the industry provided his or her account balance is \$25,000 or less of employer contributions. This amount is not to include interest. Departure from the industry means that the Participant has not worked in the Sheet Metal Industry, and no Employer Contributions have been made to his or her Individual Account, for at least twelve (12) consecutive months. Any return to covered employment or employment in the Sheet Metal Industry prior to the distribution shall cause a new twelve (12) month waiting period to commence, unless such employment is pursuant to a collective bargaining agreement and performed outside the State of California.

2. Section 5.2(a)(12) is hereby amended in its entirety to read:

(12) In-Service Distributions. A Participant who meets all the following requirements may receive a distribution:

- i. Participant is at least fifty-nine and one-half (59-1/2);
- ii. The Participant works for an Employer (as defined in Section 2.9 of the Plan);
- iii. The Participant has not performed Noncovered Sheet Metal Service within the State of California after Employer Contributions have been made on his or her behalf; and
- iv. The payment is made no earlier than July 1, 2021, and no later than December 31, 2024.

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This Amendment 6 was adopted by the Board of Trustees on March 14, 2023. The Chairman and Co-Chairman were authorized by the Board of Trustees to execute this Amendment on their behalf. This Amendment 6 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 6.

DocuSigned by:  
*Rick Werner*  
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Chairman

Date: 3/22/2023 | 7:06 PM EDT

DocuSigned by:  
*Sean O'Donoghue*  
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Co-Chairman

Date: 3/20/2023 | 12:51 PM PDT