SIGN, PICTORIAL AND DISPLAY INDUSTRY BENEFIT PLAN
(As revised January 1, 2025)

FIFTH AMENDMENT

Pursuant to the powers conferred upon them by Article VII, Section 7.01 of the Sign, Pictorial and Display Industry Welfare Fund Agreement and Declaration of Trust (as amended and restated July 1, 1998), the Board of Trustees amended the Sign, Pictorial and Display Industry Benefit Plan as revised January 1, 2025, to be effective May 1, 2026, and authorized the Chairman and Secretary to authenticate the same by affixing their signatures hereto:

1. Effective May 1, 2026, amend Part 1, the Section 7 heading to state as follows:

7. RETIREE COVERAGE

2. Effective May 1, 2026 amend Part 1, the first paragraph of Section 7.01 in its entirety to state as follows:

A qualified Class A or Class B participant who ceases to be covered under the regular provisions of the Plan due to retirement may purchase benefits for the retiree and his or her dependents. Qualified Class C participants are also eligible for retiree coverage. The Plan provides medical, dental and vision coverage; life insurance and benefits coordinated by Claremont Behavioral Services, are not provided to retirees or their dependents. An Eligible Retiree can select medical, dental or vision coverage separately, altogether, or a combination.

3. Effective May 1, 2026 amend Part 1, Section 7.01.G in its entirety to state as follows:

G. If the retiree, Spouse, Domestic Partner or dependent is eligible for Medicare, he/she may elect Kaiser coverage only if enrolled in Kaiser Senior Advantage and residing in the Senior Advantage service area.

In determining whether a Participant has satisfied the requirements under subsections B and C of this Section 7.01, the Plan Years 2020 and 2021 shall be disregarded.

If you worked under a Collective Bargaining Agreement which provides only for medical benefits but not for pension benefits, you may apply for retiree coverage if you were continuously covered as a Class A Participant in the ten years prior to your retirement.

4. Effective May 1, 2026 amend Part 1, Section 7.02.A in its entirety to state as follows:

A. Spouses and Domestic Partners. A Spouse or registered Domestic Partner is eligible only if the retiree meets the above conditions and is currently eligible, and in addition, only if the employee and Spouse have been legally married, or the employee and Domestic Partner have been registered, as the case may be, for not less than one year at the date retirement benefits commence. Coverage for your Spouse or Domestic Partner terminates on the dissolution of the marriage, subject to the COBRA continuation rules. A dependent Spouse or Domestic Partner can select retiree medical, dental or vision coverage separately, altogether, or a combination. A dependent Spouse or Domestic Partner who drops retiree medical, dental or vision coverage under the Plan can only elect to opt back into retiree medical, dental or vision coverage under the Plan upon providing verification of continuous coverage of group employer medical, dental or vision coverage with comparable benefits during each month of the period of absence from this Plan, and verification that the loss of employer provided group coverage is due to loss of employment or other reason the employer coverage is no longer available.

5. Effective May 1, 2026 amend Part 1, Section 7.04 in its entirety to state as follows:

7.04 Children of Retirees.

Children of Eligible Retirees shall also be eligible under the Plan, for medical, dental and vision coverage only, when the retiree is currently eligible. Children of Eligible Retirees can select medical, dental or vision coverage separately, altogether, or a combination. In order to be eligible for coverage, a retiree's child must satisfy the rules used to determine the eligibility of active employees' dependents, stated above. Retirees must also pay a monthly premium of an amount to be determined by the Board of Trustees, for each eligible child covered by the Plan.

6. Effective May 1, 2026 amend Part 1, Section 7.05 in its entirety to state as follows:

7.05 Suspension of Retiree Coverage Eligibility After Returning to Work.

A. First Return to Work: A retiree who subsequently returns to work in Industry Service for forty 40 hours or more in any month will have retiree medical, dental and vision coverage suspended for one (1) year. In order to regain eligibility for retiree medical, dental or vision coverage, the retiree must re-enroll in the retiree medical, dental or vision plan starting with the first calendar month after the end of the suspension period.

B. Second Return to Work: A retiree who subsequently returns to work in Industry Service for a second time for forty 40 hours or more in any month will have retiree medical, dental and vision coverage suspended permanently.

7. Effective May 1, 2026, amend Part 3, the Section 17.01 heading to state as follows:

17.01 Dental Benefits For Active Class A, Class C Participants, and Eligible Retirees.

8. Effective May 1, 2026, amend Part 3, the first paragraph of Section 17.01 in its entirety to state as follows:

Dental benefits are available to Class A Participants (Installers and Shop/Regular Status Employees), Class C Participants (full-time officials and employees of the Local Union and Trustees), Eligible Retirees, their Eligible Dependents, and to COBRA participants who elect full coverage.

IN WITNESS of the adoption of this amendment, the Chairman and Secretary hereby subscribe their names, on the dates indicated.

______________________ Date: 7/13/2026
Chairman

______________________ Date: 7/13/2026
Secretary