

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

FOURTH 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 July 1, 2026, and authorized the Chairman and Secretary to authenticate the same by affixing their signatures hereto:

1. Effective July 1, 2026, add a new Part 7 titled "Hearing Aid Benefit" to state as follows:

PART 7 — HEARING AID BENEFIT

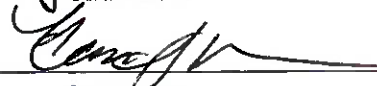
25. HEARING AID BENEFIT

25.01 The Plan will pay up to \$1,500 towards one hearing aid device for each ear as medically necessary. This benefit is limited to one device per ear every three years. This benefit is provided to all participants and dependents whether enrolled in the Kaiser HMO or the self-funded PPO Plan. You will be responsible for any balance beyond this specified allowance. Deductibles, coinsurance or copays do not apply. Epic Hearing Healthcare shall be the exclusive provider for all hearing aids.

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



Chairman



Secretary

Date: 7/13/2026

Date: 7/13/2026