

**AMENDMENT NO. 7
TO THE
RESTATED RETIREMENT PLAN OF
THE TILE INDUSTRY RETIREMENT SAVINGS TRUST FUND
(As Amended and Restated Effective January 1, 2014)**

This Amendment No. 7 to the Restated Retirement Plan of the Tile Industry Retirement Savings Trust Fund (As Amended and Restated Effective January 1, 2014) (“Plan”), executed this 7th day of July, 2020, by the Board of Trustees of the Tile Industry Retirement Savings Trust Fund is made with reference to the following facts and circumstances:

A. The Board of Trustees hereby amends the terms of the Plan to comply with the CARES Act as it pertains to required minimum distributions, and;

B. The Board of Trustees has reserved to itself the ability to amend the Plan.

NOW THEREFORE, the Plan is amended as follows:

1. Article X, Section 5.05(b) is hereby amended by adding the following language to the end of the existing language:

“Pursuant to the CARES Act, the Plan will not make the following Required Minimum Distributions (“RMD’s”)

\$ 2020 RMD payments for Participants already receiving them (attained 70 ½ before 2019;

\$ 2020 RMD payments for Participants who turned age 70 ½ in 2019 along with the 2019 RMD payment to the extent it was not already made in 2019; and

\$ 2020 RMD payments for Participants who have a required beginning date of April 1, 2021 as a result of their retirement in 2020.”

2. Article XIV, Section 2.2(aa) is hereby amended by adding the following language to the end of the existing language:

“Pursuant to the CARES Act, the Plan will not make the following RMD’s:

- \$ 2020 RMD payments for Participants already receiving them (attained 70 ½ before 2019;
- \$ 2020 RMD payments for Participants who turned age 70 ½ in 2019 along with the 2019 RMD payment to the extent it was not already made in 2019; and
- \$ 2020 RMD payments for Participants who have a required beginning date of April 1, 2021 as a result of their retirement in 2020.”

3. All other terms and conditions of the Plan shall remain in full force and effect.

Executed this 7th day of July, 2020 at West Covina, California.

Board of Trustees
Tile Industry Retirement Savings Trust Fund

By: _____

Chairman

By: _____

Secretary

"Pursuant to the CARES Act, the Plan will not make the following RMD's:

- \$ 2020 RMD payments for Participants already receiving them (attained 70 ½ before 2019;
- \$ 2020 RMD payments for Participants who turned age 70 ½ in 2019 along with the 2019 RMD payment to the extent it was not already made in 2019; and
- \$ 2020 RMD payments for Participants who have a required beginning date of April 1, 2021 as a result of their retirement in 2020."

3. All other terms and conditions of the Plan shall remain in full force and effect.

Executed this 7th day of July, 2020 at West Covina, California.

Board of Trustees
Tile Industry Retirement Savings Trust Fund

By: _____
Chairman

By: _____
Secretary