

U.A. LOCAL NO. 393 DEFINED CONTRIBUTION PLAN
(As Amended and Restated Effective November 1, 2021)

AMENDMENT 6

Pursuant to the powers conferred upon them under Article 4.4.06 of the U.A. Local No. 393 Pension Trust Fund Trust Agreement, the Board of Trustees amended the U.A. Local No. 393 Defined Contribution Plan (As Amended and Restated Effective November 1, 2021) as follows:

1. Effective January 1, 2024 amend Part I, Article 7, Section 5 to add a new paragraph (f) to read in its entirety as follows:

- (f) **Distribution of Small Accounts:** Whenever a Participant has terminated participation in the Plan prior to retirement, the Participant may elect to receive a distribution of the Participant's Basic Account balance in a single lump sum, provided that the value of the Participant's Basic Account balance does not exceed \$7,000. The Trustees will determine, in their sole and absolute discretion, whether a Participant has terminated participation in the Plan. However, if no contributions are received on the Participant's behalf for twenty-four consecutive months, the Trustees may presume that the Participant has terminated their participation in the Plan. Spousal consent is not required for the lump sum distribution on severance from employment as provided under this paragraph.

2. Effective January 1, 2024 amend Part II, Article 6, Section 5 to add a new paragraph (f) to read in its entirety as follows:

- (f) **Distribution of Small Accounts:** Whenever a Participant has terminated participation in the Plan prior to retirement, the Participant may elect to receive a distribution of the Participant's Basic Account balance in a single lump sum, provided the value of the Participant's Basic Account balance does not exceed \$7,000. The Trustees will determine, in their sole and absolute discretion, whether a Participant has terminated participation in the Plan. However, if no contributions are received on the Participant's behalf for twenty-four consecutive months, the Trustees may presume that the Participant has terminated their participation in the Plan. Spousal consent is not required for the lump sum distribution on severance from employment as provided under this paragraph.

Pursuant to the authority granted by the Board of Trustees during their Board meeting on September 16, 2024, the Chair and Co-Chair have been granted authority to execute this Amendment.

10/8/2024 | 12:11 PM PDT

Date

Eric Muszynski

Chairman

9/19/2024 | 8:45 PM EDT

Date

Alex Hall

Co-Chairman