

U.A. LOCAL NO. 393 DEFINED BENEFIT PENSION PLAN
(Plan as Revised November 1, 2021)

AMENDMENT 3

Pursuant to the authority conferred upon them by Article 4.4.06 of the Trust Agreement for the U.A. Local No. 393 Pension Trust Fund, the Board of Trustees, meeting on the 20th day of June 2022, amended the U.A. Local No. 393 Defined Benefit Pension Plan (Plan as Revised November 1, 2021) as follows, effective as of the date executed as provided below:

1. Effective January 1, 2022, amend Article IX, Section 3(j) in its entirety to state as follows:

(j) Effective July 1, 2015 through December 31, 2021, the Normal Retirement Benefit for any Employee for Credited Service shall be \$0.11 for each Hour of Credited Service in any Plan Year in which the Employee performed the then-effective minimum allowable Credited Service.

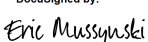
2. Effective January 1, 2022, amend Article IX, Section 3 by adding a new subsection (k) to state as follows:

(k) Effective January 1, 2022 through the present, the Normal Retirement Benefit for any Employee for Credited Service shall be \$0.12 for each Hour of Credited Service in any Plan Year in which the Employee performed the then-effective minimum allowable Credited Service.

Pursuant to the authority granted by the Board of Trustees during their Board meeting on June 20, 2022, the Chair and Co-Chair have been granted authority to execute this Amendment.


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Chairman

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Co-Chairman