

AMENDMENT NO. 3
TO THE
WESTERN WASHINGTON U.A. SUPPLEMENTAL PENSION PLAN
As Revised and Restated Effective January 1, 2015

The Board of Trustees of the Western Washington U.A. Supplemental Pension Plan ("Plan"), pursuant to authority granted in Section 11.1 of the Plan, hereby make the following amendments to the Plan:

Effective January 1, 2024, Section 7.1(d) Lump Sum Payment), Section 7.1(e) Installment Payment, Section 7.1(f) Mandatory Lump Sum Payment, and Section 7.1(g) Minimum Required Distribution are amended as follows.

Sections 7.1(d) –(g) are amended as follows:

(d) Lump Sum Payment. Subject to the requirements of Sections 7.2, 7.3 and 7.7 below, a Participant may elect to have the Participant's Individual Account balance distributed to him in a single lump sum

(e) Installment Payment. An annual distribution of less than the total balance in a Participant's Individual Account is referred to as an installment payment distribution. The installment payment will be paid in equal annual cash installments of designated amounts over a designated period of years with the balance paid on the final installment. The aggregate of the installment payments under this form of payment may be more or less than the value of the Participant's Account at retirement, depending on the earnings, losses, expenses and appreciation and depreciation in value of the Participant's Account during the period over which the installments are paid. Change to an installment payment option shall be permitted upon at least 30 days' written notice. The Participant may request that the installment payment be distributed on a monthly, quarterly or annual basis.

(f) Mandatory Lump Sum Payment. Notwithstanding any provision herein to the contrary, if a Participant or Beneficiary's Individual Account balance is \$7,000 or less (and has never exceeded \$7,000), such amount shall be distributed in a lump sum. Pursuant to applicable law, no spousal consent is required for such a distribution.

(g) Minimum Required Distribution (MRD) Option. Beginning on the later of:

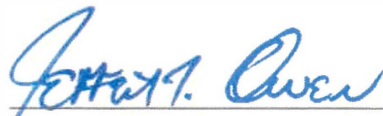
- the year in which the distribution is elected, or
- the year the Participant attains age 70.5, if they were born on prior to June 30, 1949;
- the year the Participant attains age 72, if they were born prior to December 31, 1950, or
- the year the Participant attains age 73, if they were born on or after January 1, 1951

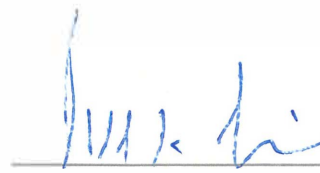
and continuing each year thereafter, the Participant's Account shall be paid in annual cash installments of an amount at least equal to the minimum required distribution for such calendar year, as determined in accordance with Code section 401(a)(9) and the regulations thereunder.

Depending on the Participant's birthdate, payments shall be made not later than December 31 of the calendar year the benefit is elected, or no later than April 1 following the calendar year in which the participant attains age 70, 72 or 73, as specified above, if no election is made. The Participant may elect in any given year to receive a larger installment, or to receive the entire remaining Account in a single lump sum. Payments are subject to the conditions in Section 7.7(c).

Notwithstanding any other provision of the Plan to the contrary, distributions will be made in accordance with Code Section 401(a)(9) and IRS Regulations §§1.401(a)(9)-2 through 1.401(a)(9)-9, including the incidental death benefit requirements of Code Section 401(a)(9)(G).

Adopted on the 15 day of October, 2024.


Chairman


Secretary