

**AMENDMENT # 10 to the
WASHINGTON STATE PLUMBING AND PIPEFITTING
INDUSTRY PENSION PLAN, January 1, 2018 Restatement**

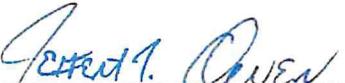
In accord with Section 5.02 (j) of the Plan, and by action taken by the Board of Trustees of the Washington State Plumbing and Pipefitting Industry Pension Plan, the Plan is hereby amended to add new Section 5.02(k)(iii) as follows:

5.02 Sustainable Income Plan Design Benefits

(k) Annual SIP Benefit Determination

...
(iii) For the Plan year commencing January 1, 2025, and ending December 31, 2025, in order to maintain High Water Mark benefit levels, a shore-up payment will apply for all Retirees in pay status in the 2025 Plan year.

Approved by action of the Board of Trustees on October 10, 2024 and DATED this 19th day of December, 2024.



Jeffery J. Owen, Chairman



Ed Kommers, Secretary