

**AMENDMENT NO. 5**  
**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 April 1, 2025, a new Section 7.13 In-Service Distribution is added to the Plan and all subsequent sections are renumbered accordingly. Former Section 7.13 Advance Distribution for Hardship is renumbered to Section 7.14 Advance Distribution for Hardship with no change to the text of the renumbered section.

Section 7.13 provides as follows:

**7.13        In-Service Distribution.** Subject to the requirements of Sections 7.1, 7.2 and 7.3, a Participant may elect to have their Individual Account balance distributed following the date the Participant attains age 59-1/2, regardless of whether the Participant has ceased employment.

**7.14        Advance Distribution for Hardship.**

Adopted on the 28<sup>th</sup> day of March, 2025.

*Jeffery Owen*

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Chairman

*Jeff White*

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Secretary