

**WESTERN STATES INSULATORS AND ALLIED WORKERS'
PENSION PLAN**

(As Amended and Restated Effective January 1, 2023)

Amendment 11

Pursuant to the authority set forth in Article VII, Section 7.1(f) of the Western States Asbestos Workers' Pension Fund Agreement and Declaration of Trust, the Board of Trustees hereby amends the Plan as follows:

1. Effective August 5, 2025, the first paragraph of Article VI, Section 6.1 is revised in its entirety to state as follows:

Effective March 1, 1982, an employee who is eligible to receive or who is receiving pension benefits under this Plan shall lose the benefit otherwise payable for each month in which the employee performs forty (40) or more hours of work in the Industry. Work in the Industry means employment or self-employment within the geographic area covered by the Plan for any association, individual, partnership, corporation or other entity which performs work of the type covered by the collective bargaining agreement between the Western States Conference of Asbestos Workers and the Western Insulation Contractors Association, employment for any apprenticeship fund which trains apprentices to perform such work, and employment for any local union affiliated with the Conference. Self-employment includes employment as a sole-proprietor, as a partner owning more than 5% of the partnership, or as a shareholder owning more than 5% of a corporation. For purposes of this Section, a presumption shall exist that the employee's ownership interest is equal to any ownership interest held by the employee's spouse, parent, grandparent, child or grandchild. The employee bears the burden of overcoming this presumption by providing documentation or information satisfactory to the Board of Trustees showing the employee is not working forty (40) or more hours per month for a business owned by their spouse, parent, grandparent, child or grandchild.

Pursuant to the authority granted by the Board of Trustees during their Board meeting on October 21, 2025 the Chair and Co-Chair have been granted authority to execute this Amendment.

Executed on Oct 21, 2025 at Hermosa Beach, CA.

[Signature]
Chair

[Signature]
Co-Chair