

**WESTERN STATES INSULATORS AND ALLIED WORKERS'
PENSION PLAN**
(As Amended and Restated Effective January 1, 2023)

Amendment 4

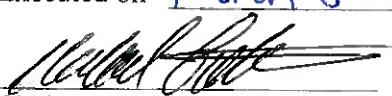
Pursuant to the authority set forth in Article VII, Section 7.1(f) of the Western States Asbestos Workers' Pension Fund Agreement and Declaration of Trust, the Board of Trustees hereby amends the Plan as follows:

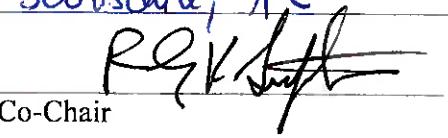
1. Effective January 1, 2024, amend Article III, Section 3.7 a) in its entirety to state as follows:
 - a) Each year of Credited Past Service and each year of Credited Contributory Benefit Service earned subsequent to January 1, 1960, shall be multiplied by \$53.00 for benefits payable on or after March 1, 1993 and before January 1, 1994, \$55.00 for benefits payable on or after January 1, 1994 and before January 1, 1996, \$56.00 for benefits payable on or after January 1, 1996 and before January 1, 1997, \$58.00 for benefits payable on or after January 1, 1997 and before January 1, 1998, \$60.00 for benefits payable on or after January 1, 1998, and \$63.00 effective January 1, 1999 for all pensions effective January 1, 2000, \$65.00 effective January 1, 2000 for all pensions effective September 1, 2000, \$67.00 effective January 1, 2001 for all pensions effective September 1, 2001, \$70.00 effective January 1, 2017 for all pensions effective after January 1, 2017, \$71.00 effective January 1, 2019 for all pensions effective after January 1, 2019, \$73.00 effective January 1, 2020 for all pensions effective after January 1, 2020, \$75.00 effective January 1, 2022 for all pensions effective after January 1, 2022, and \$77.00 effective January 1, 2024 for all pensions effective after January 1, 2024.

For pension recipients on the rolls effective December 1, 1999, a benefit increase of 5% is to be paid retroactively to January 1, 1999 or to the pension recipient's pension effective date, if later. For pension recipients on the rolls effective August 1, 2000, a benefit increase of 3.1746% is to be paid retroactively to January 1, 2000 or the pension recipient's pension effective date, if later. For pension recipients on the rolls effective January 1, 2017, a benefit increase of 4.4776% is to be paid. For pension recipients on the rolls effective January 1, 2019, a benefit increase of 1.4286% is to be paid. For pension recipients on the rolls effective January 1, 2020, a benefit increase of 2.8169% is to be paid. For pension recipients on the rolls effective January 1, 2022, a benefit increase of 2.7397% is to be paid. For pension recipients on the rolls effective January 1, 2024, a benefit increase of 2.6667% is to be paid.

Pursuant to the authority granted by the Board of Trustees during their Board meeting on March 5, 2024 the Chair and Co-Chair have been granted authority to execute this Amendment.

Executed on March 5, 2024 at Scottsdale, AZ.


Chair


Co-Chair