

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

(As Amended and Restated Effective January 1, 2023)

Amendment 12

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, 2026, a new paragraph is added to the end of Article VI, Section 6.1(c) of the Plan to read as follows:

Between January 1, 2026 and December 31, 2026, an employee shall be permitted to work an unlimited number of hours for up to three (3) months for an employer that contributes to this Plan without having his benefits suspended. Any month the employee works forty (40) or more hours shall be counted toward this three-month limit.

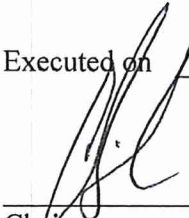
Pursuant to the authority granted by the Board of Trustees during their Board meeting on October 21, 2025 the Chair and Co-Chair have been granted authority to execute this Amendment.

Executed on

Oct 21

, 2025 at

Hermosa Beach, CA


Chair


Co-Chair