

AMENDMENT NO. 3  
TO THE SAN FRANCISCO CULINARY, BARTENDERS AND  
SERVICE EMPLOYEES RESTATED PENSION PLAN

WHEREAS, Article 9, Section 9.01 of the San Francisco Culinary, Bartenders and Service Employees Pension Plan ("Plan"), permits the Trustees to amend or modify this Plan;

WHEREAS, the Trustees, upon discussion at their meeting on June 9, 2017, decided to amend the Plan;

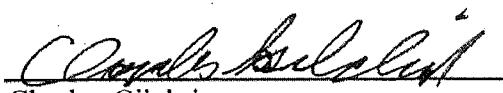
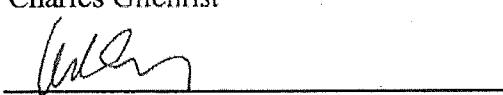
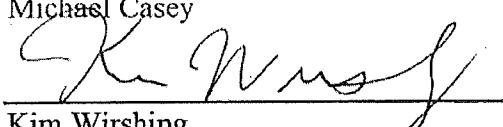
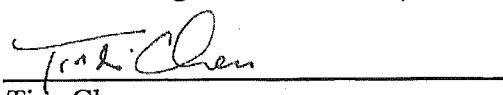
NOW THEREFORE, the second paragraph of Pension Plan shall be amended as follows:

**A. Effective April 1, 2018, the second paragraph of Section 7.01(b)(4) of the Plan shall be amended and read as follows:**

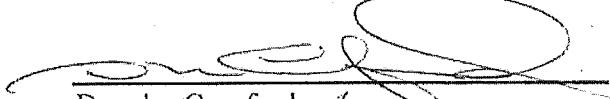
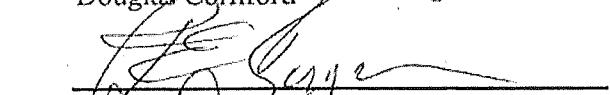
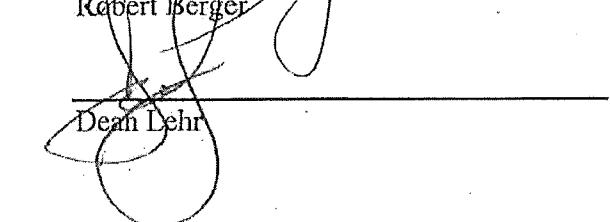
A Participant who is entitled to a Normal Pension Benefit and elects an Effective Date of Pension After Normal Retirement Age shall receive a Benefit at least equal to the Normal Pension Benefit that would have been payable as of the Participant's Normal Retirement Age in accordance with the terms of the Plan in effect on that date, actuarially increased to the Effective Date of Pension (Section 7.01(a)). If the commencement of benefit payments is after the Effective Date of Pension, then the Participant shall receive an initial benefit payment that includes a lump sum payment equal to any unpaid benefits accruing from the Effective Date of Pension, along with any applicable interest at the Monthly Treasury Average rate in effect on the first month of the applicable Plan Year (i.e., April) for retroactive payments due through the Plan Year ending March 31, 2009, for the month preceding the applicable Plan Year (i.e., March) for retroactive payments due on and after the Plan Year beginning April 1, 2009 and prior to April 1, 2018 and for the second month preceding the applicable Plan Year (i.e., February) for retroactive payments due on and after the Plan Year beginning April 1, 2018. Monthly payments made subsequent to the lump sum payment shall be in the amount that would have been paid to the Participant had payments actually commenced on the Participant's Effective Date of Pension.

IN WITNESS WHEREOF, this Amendment has been executed by the Trustees on this 9th  
       day of June 2017.

UNION TRUSTEES:

  
Charles Gilchrist  
  
Michael Casey  
  
Kim Wirshing  
  
Tina Chen

EMPLOYER TRUSTEES

  
Douglas Cornford  
  
Robert Berger  
  
Dean Lehr