

**AMENDMENT NO. EIGHT
TO THE STEELWORKERS WESTERN
INDEPENDENT SHOPS PENSION PLAN
(Amended and Restated Effective October 1, 2000)**

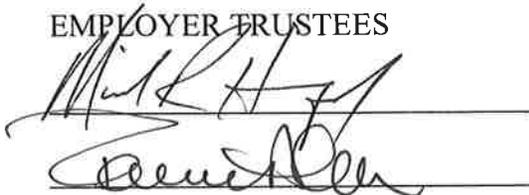
Pursuant to Article XI of the Steelworkers Western Independent Shops Pension Plan (the "Plan"), which provides that the Plan provisions may be amended by an instrument in writing executed by the Trustees so long as such amendment does not enlarge the obligations undertaken by the parties to a Collective Bargaining Agreement, except to the extent required by law, the Trustees hereby amend the Plan, effective March 28, 2005 as follows:

- Section 14.4 of the Plan is hereby amended by restating the third paragraph thereof entitled "Cash-out of Certain Benefits" in its entirety to read as follows:

Cash-out of Certain Benefits: Notwithstanding any Plan provision to the contrary, each Participant (a) who has terminated his employment with Seattle Steel company, (b) who has satisfied the conditions for a Normal Pension Benefit under Section 4.2 (without regard to the age requirement set forth in Section 4.2(a)), and (c) who has a nonforfeitable Plan benefit the present value of which does not exceed one thousand dollars (\$1,000.00) shall receive a single lump sum cash distribution equal to the present value of such benefit as soon as administratively feasible after the date a Participant retires from Seattle Steel company under the provisions of the Plan. For purposes of the foregoing, the present value of a Participant's benefit shall be calculated in the manner set forth in Section 4.10.

IN WITNESS WHEREOF, the undersigned Trustees have approved and adopted this Amendment No. Eight to the Plan as of this 5th day of January, 2009.

EMPLOYER TRUSTEES



UNION TRUSTEES

