

**AMENDMENT NUMBER FOUR
TO THE
INDEPENDENT SHOPS PENSION PLAN
Amended and Restated effective October 1, 1989**

Pursuant to the provisions of Section 11.01 of the Steelworkers District 38 Independent Shops Pension Plan maintained by the Trustees of the United Steelworkers District 38 Independent Shops (the "District 38 Plan"), the District 38 Plan is hereby amended as follows:

Section 14.09(b) is amended to add the following two paragraphs:

- (7) Pension Benefit Starting Date for Participants on or after February 1, 1997. The Accrued Benefit of a Participant (i) who has earned at least one (1) Hour of Service on or after February 1, 1997 and (ii) whose Pension Benefit Starting Date occurs on or after February 1, 1997, shall be equal to fifty-six dollars and seventy five cents (\$56.75) multiplied by the number of Benefit Accrual Units earned by the Participant as of the date such benefit is calculated.
- (8) Pension Benefit Starting Date for Participants on or after February 1, 1998. The Accrued Benefit of a Participant (i) who has earned at least one (1) Hour of Service on or after February 1, 1998 and (ii) whose Pension Benefit Starting Date occurs on or after February 1, 1998, shall be equal to fifty-nine dollars and fifty five cents (\$59.50) multiplied by the number of Benefit Accrual Units earned by the Participant as of the date such benefit is calculated.

IN WITNESS WHEREOF, the duly authorized representative of the Board of Trustees has caused this Amendment to be executed effective as of the dates set forth herein.

On Behalf of the Board of Trustees of
Steelworkers District 38 Independent Shops
Pension Plan

By 
Thomas P. Corcoran, Plan Manager