

**AMENDMENT NO. ONE  
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, the Trustees hereby amend the Plan, effective on the dates set forth below.

- Effective January 1, 2003, Section 1.27 of the Plan is hereby amended by replacing the reference to "the 1983 Group Annuity Mortality Table (83 GAM) as set forth in Revenue Ruling 95-6 1995-1 C. B. 80" with "the 1994 Group Annuity Reserving Table (94 GAR) as set forth in Revenue Ruling 2001-62, 2001-2 C.B. 632."
- Effective October 1, 2002, Section 7.4(b)(iv) of the Plan is hereby amended in its entirety to read as follows:

(iv) Life Annuity with Social Security Adjustment

Under this option, if a Participant retires before the date the Participant attains age sixty-five (65), the Participant will receive a monthly benefit before age sixty-five (65) approximately equal to the sum of (1) the monthly benefit payable to the Participant under the Plan after his assumed Social Security benefit commencement date, and (2) the Primary Insurance Amount expected to become payable to the Participant under the Social Security Act. At such time as the Participant attains age sixty-five (65), his monthly benefit under the Plan shall be decreased to reflect the Primary Insurance Benefit under the Social Security Act. If such decrease would reduce the monthly amount payable after age 65 to less than \$20.00, it shall not be made and the benefit amount payable before age 65 shall be adjusted so that the benefit payable to the Participant on and after attainment of age 65 is \$20.00. No death benefit is payable under this optional form of benefit.

The following rules shall apply solely for purposes of calculating the Life Annuity with Social Security Adjustment. The presumptive amount of the Primary Insurance Benefit under the Social Security Act shall be \$500 per month. The actuarial equivalence of the Life Annuity with Social Security Adjustment benefit shall be determined using (1) the 1971 Group Annuity Mortality table weighted 100% male for participants and 100% female for spouses and former spouses, and (2) the PBGC rate for immediate annuities in effect on the July 1 of the prior Plan Year minus one-half