B.A.C. LOCAL NO. 3
PENSION PLAN
(As amended and restated effective March 1, 2019)

AMENDMENT 3

Pursuant to the authority contained in Article XIII, Section 13.1 of the B.A.C. Local No. 3 Pension Plan (the Plan), the Trustees do hereby amend this Plan, effective as stated below, as follows:

1. Effective December 31, 2019, amend Article XIII, Section 13.4 in its entirety to state as follows:

13.4. Merger or Consolidation

In the case of any merger or consolidation with, or transfer of assets or liabilities to, any other plan, each Participant or beneficiary in the Plan shall, if the Plan is then terminated, receive a benefit immediately after the merger, consolidation, or transfer, which is equal to or greater than the benefit he or she would have been entitled to receive immediately before the merger, consolidation, or transfer, if the Plan had then terminated.

Executed on December 9, 2019 by the Chairman and Secretary who were granted authority to execute at the November 13, 2019 Board meeting. In witness of the adoption of this amendment, the Chairman and Secretary hereby subscribe their names.

[Signatures]

Gary Peifer, Chairman
Ron Bennett, Secretary

Amendment 3
Pension Plan Restated March 1, 2019
Page 1 of 1