

**AMENDMENT #3 to the RESTATEMENT AND AGREEMENT OF THE
INTERNATIONAL ASSOCIATION OF SHEET METAL, AIR, RAIL, AND
TRANSPORTATION WORKERS LOCAL UNION 268 PENSION TRUST AND PLAN
AGREEMENT**

The Trustees of the International Association of Sheet Metal, Air, Rail, and Transportation Workers Local Union 268 Pension Trust and Plan hereby amend the Plan effective January 1, 2020, in the following manner:

1. The first sentence of Section 8.04A. shall be revised to read as follows:

As set forth in Section 5.02, a Participant may elect to postpone his Annuity Starting Date to a date which is past his Normal Retirement Date provided that benefit commencement may not be postponed later than April 1 of the calendar year following the calendar year in which the Participant reaches age 72 (age 70½ if the Participant reached age 70 ½ prior to January 1, 2020).

2. Section 8.04B2cii(1) shall be revised to read as follows:

the date on which distributions are required to begin under Section 8.04B2ci(3) shall not be earlier than the date on which the Participant would have attained age 72 (age 70½ if the Participant would have attained age 70½ prior to January 1, 2020);
and

3. Section 8.06B2a shall be revised to read as follows:

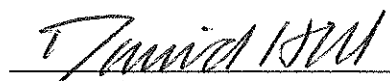
If the Participant's surviving Spouse is the Participant's sole designated Beneficiary, then distributions to the surviving Spouse will begin by December 31 of the calendar year in which the Participant would have attained age 72 (age 70½ if the Participant would have attained age 70½ prior to January 1, 2020).

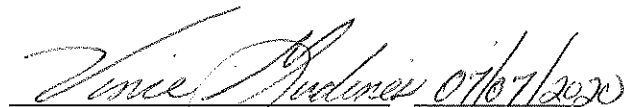
IN WITNESS WHEREOF, the Plan is amended as of the date set forth above.

EMPLOYEE TRUSTEES

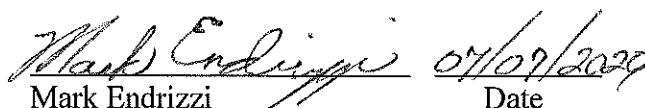
EMPLOYER TRUSTEES

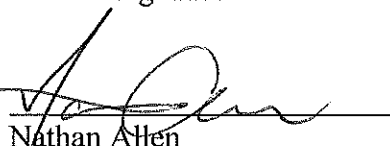

Jeff Bauer 07/07/2020
Date


David Hill 7/7/2020
Date


Vincent Gudines 07/07/2020
Date


Brian Langhauser 7-24-2020
Date


Mark Endrizzi 07/07/2020
Date


Nathan Allen 7/7/2020
Date

**AMENDMENT #4 to the RESTATEMENT AND AGREEMENT OF THE
INTERNATIONAL ASSOCIATION OF SHEET METAL, AIR, RAIL AND
TRANSPORTATION WORKERS LOCAL UNION 268 PENSION TRUST AND PLAN**

The Trustees of the International Association of Sheet Metal, Air, Rail, and Transportation Workers Local Union 268 Pension Trust and Plan hereby amend the Plan effective June 1, 2020, in the following manner:

The chart in Section 4.03B.2 shall be revised by adding a new column to the chart as follows:

Hours	Accredited Future Service Subsequent to 6/1/20⁷
2000 or more	\$71.50
1800 or more	\$71.50
1600 – 1799	\$64.35
1200 – 1599	\$51.48
800 – 1199	\$38.61
400 – 799	\$25.74
Less than 400	\$0.00

If one hour of Service is worked in covered employment on or after June 1, 2020.

IN WITNESS WHEREOF, the Plan is so amended as of the date set forth above.

EMPLOYEE TRUSTEES

EMPLOYER TRUSTEES

Jeff Bauer 07/07/2020
Jeff Bauer Date

David Hill 7/7/2020
David Hill Date

Vincent Gudines 07/07/2020
Vincent Gudines Date

Brian Langhauser 7-24-2020
Brian Langhauser Date

Mark Endrizzi 07/07/2020
Mark Endrizzi Date

Nathan Allen 7/7/2020
Nathan Allen Date