

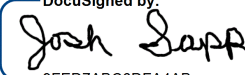
**AMENDMENT NO. 1 TO THE
AGREEMENT AND DECLARATION OF TRUST
OF THE
IBEW NECA CONDUIT 401(K) PLAN**

The Agreement and Declaration of Trust of the IBEW NECA Conduit 401(k) Trust Fund is hereby amended, effective as of the date set forth below:

1. Amendment. The following provision is hereby added to the end of Article V, Section 5.4 of the Trust Agreement:

Notwithstanding any other provisions of this plan and trust, assets of this trust may be invested in any collective investment fund maintained exclusively for the investment of assets of exempt, qualified employee benefit trusts. The assets so invested shall be subject to all the provisions of the instrument establishing such collective investment fund, as it may be amended from time to time. The instrument creating such collective investment fund, as amended from time to time, is hereby incorporated and made a part of this plan and/or trust.

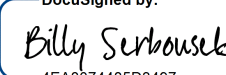
2. Effective Date. The amendment contained herein shall be effective on February 17, 2022, and shall continue in effect thereafter until further action of the Trustees. Except as amended herein, all provisions of the Trust and Plan remain effective and unaltered.

DocuSigned by:

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Chairman

2/28/2022

DATE

DocuSigned by:

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Secretary

2/22/2022

DATE