

**FIFTH AMENDMENT TO THE
NECA-IBEW PENSION TRUST FUND
PENSION PLAN**

As Amended and Restated Effective June 1, 2018

WHEREAS, the Board of Trustees of the NECA-IBEW PENSION TRUST FUND (“Fund”) may, pursuant to Article XII, Section 12.01, amend the NECA-IBEW Pension Trust Fund Plan Document restated effective June 1, 2018; and

WHEREAS, the Trustees desire to amend the Plan;

NOW, THEREFORE, the Trustees amend the Plan as follows subject to the conditions specified above:

ARTICLE III – NORMAL RETIREMENT BENEFIT

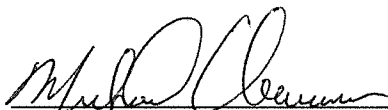
1. Effective June 1, 2021, Article III shall be amended by deleting the current chart in subsection 3.02 D and replacing it with the following:

Effective Date	Increase (Decrease) in Non-Credited Contribution Rate	Total Non-Credited Contribution Rate
8/1/2006	10¢/hr.	10¢/hr.
6/1/2007	15¢/hr.	25¢/hr.
10/1/2009	30¢/hr.	55¢/hr.
6/1/2010	35¢/hr.	90¢/hr.
6/1/2011	30¢/hr.	\$1.20/hr.
6/1/2012	50¢/hr.	\$1.70/hr.
6/1/2013	50¢/hr.	\$2.20/hr.
6/1/2014	(40¢/hr.)	\$1.80/hr.
6/1/2015	(40¢/hr.)	\$1.40/hr.
6/1/2017	(40¢/hr.)*	\$1.00/hr.
6/1/2018	(40¢/hr.)*	60¢/hr.
6/1/2021	(60¢/hr.)*	0¢/hr.


*Attributable to Old Money Rate of one percent (1.00%) as defined in Subsection 3.02 G(1)

IN WITNESS HEREOF, we have affixed our signatures and approved this amendment this 27th day of April 2021.

APPROVED:



Chairman



Secretary