

**THIRD 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 Plan Document restated effective June 1, 2018; and

WHEREAS, the Trustees desire to amend the Plan as of the effective date set forth below ;

NOW, THEREFORE, the Trustees amend the Plan to add the following disability benefit for participants who are vested but are not eligible for the Total and Permanent Disability Benefit .

ARTICLE VII – TOTAL AND PERMANENT DISABILITY BENEFIT

1. Effective June 1, 2020, Article VII shall be amended by adding a new Section 7.08 which shall read as follows:

Section 7.08 – Disability Benefit for Vested Participants who do not have Ten (10) Years of Credited Service.

Subject to the spousal waiver requirements set forth in Article VI, a Vested Employee who (i) has at least five (5) years of Credited Service but less than ten (10) years of Credited Service, (ii) has not reached age fifty-five (55), (iii) earns at least one (1) hour of Service on or after January 1, 2020, (iv) becomes totally and permanently disabled in accordance with the definition of Total and Permanent Disability set forth in Section 1.33 of the Plan on and after June 1, 2020, and (v) satisfies all criteria set forth in Section 7.01 (except for the ten (10) years of Credited Service criteria set forth in subsection 7.01B) shall be entitled to a single lump sum benefit in an amount equal to the greater of either:

- (1) One hundred ten percent (110%) of all Employer Contributions made or required to be made on the Participant’s behalf for work performed prior to June 1, 1999, provided the Participant was credited with at least one (1) Hour of Service between June 1, 1998 and May 31, 1999; plus (2) one hundred percent (100%) of all “credited” Employer Contributions made or required to be made on the Participant’s behalf for work performed on or after June 1, 1999. If the Participant does not have at least one (1) Hour of Service between June 1, 1998 and May 31, 1999, then the Participant shall receive one hundred percent (100%) of the Employer Contributions made or required to be made on the Participant’s behalf for work performed prior to June 1, 1999; plus one hundred percent (100%) of all “credited” Employer Contributions made or required to be made on the Participant’s behalf for work performed on or after

June 1, 1999, or

- (2) The lump sum present value of the Participant's Accrued Benefit calculated in accordance with the definition of Actuarial Equivalent set forth in Section 1.03 of the Plan.

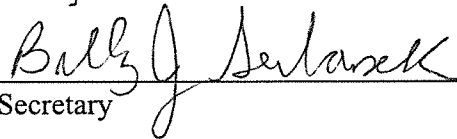
Any Employer Contributions related to past or future service that constitutes Forfeited Service are excluded from this Disability Benefit.

A Participant who receives a Disability Benefit pursuant to the provisions of this Section shall thereafter be ineligible to receive additional benefits from this Plan unless such benefits are based on hours of service worked after receipt of this Disability Benefit. Furthermore, any Employer Contributions made or required to be made on the Participant's behalf prior to the payment of the Disability Benefit as described herein shall no longer be considered in the calculation of his Future Service Benefit as defined in subsection 3.02.

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

APPROVED:


Chairman


Secretary