

AMENDMENT NUMBER 4 TO THE PLAN DOCUMENT OF THE IBEW NECA CONDUIT 401(K) PLAN

WHEREAS, Article 11, Section 11.1 of the Plan Document provides that the Plan Document may be amended at any time by an instrument in writing executed and duly adopted by the Board of Trustees;

WHEREAS, the Board of Trustees hereby amends the Plan Document as follows:

1. *Effective November 24, 2025, Section 1.11 on page 3 shall be amended to read as follows:*

1.11 EARLY RETIREMENT AGE shall mean age fifty-five (55).

IN WITNESS WHEREOF, the undersigned have executed this instrument on this 9th day of February 2026.

Chairman
DocuSigned by:

Aaron Goodrum

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Secretary
DocuSigned by:

Billy Serbousek

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