

AMENDMENT NO. 2015- 1 TO

PLUMBERS & PIPEFITTERS LOCAL UNION NO. 396 PENSION PLAN

WHEREAS, THE BOARD OF TRUSTEES OF THE PLUMBERS & PIPEFITTERS LOCAL UNION NO. 396 PENSION PLAN (the Trustees), currently administers and maintains the PLUMBERS & PIPEFITTERS LOCAL UNION NO. 396 PENSION PLAN (the Plan), as amended to date; and

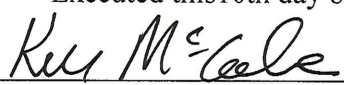
WHEREAS, on September 25, 2015 the plan actuary certified to the U.S. Department of the Treasury that the Plan is in "critical status" for the plan year beginning July 1, 2015 as defined by the Pension Protection Act of 2006 (PPA); and,

WHEREAS, the right to further amend the Plan has been reserved to the Trustees under the Plan, which right the Trustees exercised on the date hereof;


NOW, THEREFORE, the Trustees, having declared and agreed, effective October 25, 2015, the Plan be amended in the following respects, said amendments being hereby incorporated into the Plan:

The Plan shall not pay to any Participant or Beneficiary whose annuity starting date occurs after October 25, 2015, any lump sum benefits or any other payment in excess of the monthly amount paid under a Single Life Annuity including lump sum death benefits, Joint and Survivor "pop-up" benefits and Single Life Annuity with guaranteed monthly payments. In addition for such Participants or Beneficiaries, the disability benefit will be reduced to the accrued benefit, adjusted for early receipt.

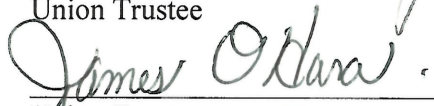
Executed this 10th day of November, 2015 at Youngstown, Ohio.



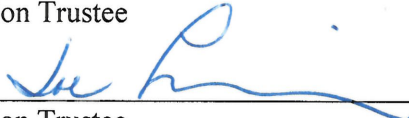
Union Trustee



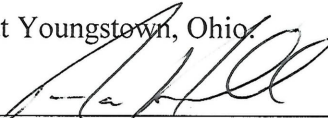
Union Trustee



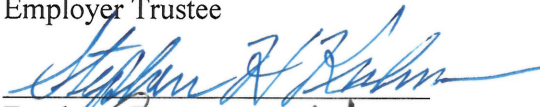
Union Trustee



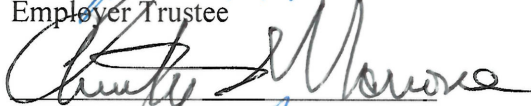
Union Trustee



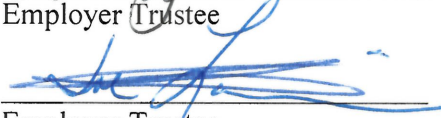
Employer Trustee



Employer Trustee



Employer Trustee



Employer Trustee