

AMENDMENT NO. 2015- 2 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

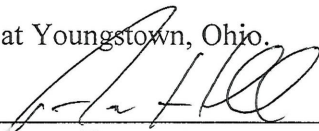
WHEREAS, the right to further amend the Plan has been reserved to the Trustees under the Plan, which right the Trustees exercised on the date hereof;

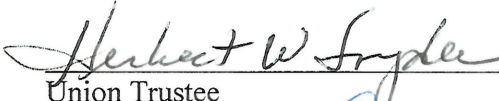
NOW, THEREFORE, the Trustees, having declared and agreed, effective as of the date hereof, the Plan be amended in the following respects, said amendments being hereby incorporated into the Plan:

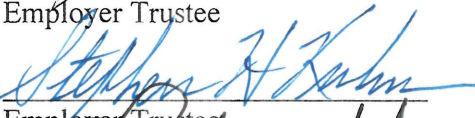
Section XI- Retiree Subsidy Account is hereby deleted in its entirety retroactive to July 1, 2014.


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


Union Trustee

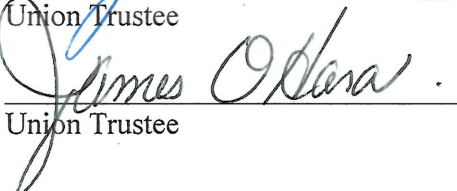

Employer Trustee


Union Trustee


Employer Trustee


Union Trustee


Employer Trustee


Union Trustee

Employer Trustee