

AMENDMENT NO. 2018- 3 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 Plan provides for payment of certain benefits upon the death of Participants and certain Surviving Spouses to beneficiaries as designated by such persons, or as otherwise provided by the Plan; and,

WHEREAS, the Plan permits Participants and certain Surviving Spouses to change the designation of his or her beneficiary from time to time prior to commencement of payment of benefits; 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; and,

WHEREAS, the Trustees desire to amend the Plan's provisions with respect to designation of beneficiaries;

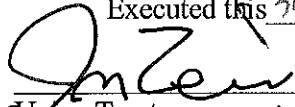
NOW, THEREFORE, the Trustees, having declared and agreed, effective August 1, 2018, the Plan be amended in the following respects, said amendments being hereby incorporated into the Plan:

The following shall be added as the last paragraph of Section 1.05 of the Plan:

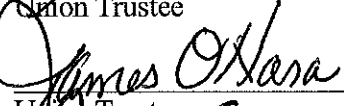
"Prior to the commencement of payment of benefits, any Beneficiary designation by a Participant or Surviving Spouse, when applicable, shall be null and void immediately upon a legal change in marital status of such Participant or Surviving Spouse, regardless of notice received by the Plan of such change in marital status. Unless such Participant or Surviving Spouse has designated a new Beneficiary or Beneficiaries

following such change in marital status, the Beneficiary of such Participant or Surviving Spouse shall be the then current spouse of such Participant or Surviving Spouse or, if there is no such spouse, then the Beneficiary shall be those persons entitled to his or her estate under the laws of the State in which such Participant or Surviving Spouse resides."

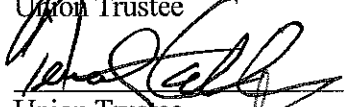
Executed this 31st day of July, 2018 at Youngstown, Ohio.




Union Trustee



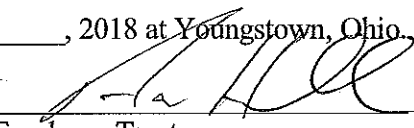
Union Trustee



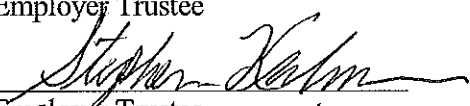
Union Trustee



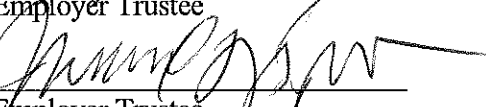
Union Trustee



Employer Trustee



Employer Trustee



Employer Trustee

Employer Trustee