

**AMENDMENT NO. 3  
TO THE  
ELECTRICAL WORKERS LOCAL NO. 292 DEFINED CONTRIBUTION AND 401(K)  
PLAN  
(2003 Restatement)**

**WHEREAS**, Section 11.1 (AMENDMENT) of the Electrical Workers Local No. 292 Defined Contribution and 401(k) Plan (Amended and Restated as of October 20, 2003) (the "Plan Document") provides that the Trustees may amend the Plan Document;

**WHEREAS**, the Trustees wish to amend the plan to clarify compliance with recent changes to federal tax law regarding mandatory distributions;

**NOW THEREFORE, BE IT RESOLVED**, that the Plan Document is hereby amended as follows:

1. ***Section 6.3 (MANNER OF PAYMENT) of ARTICLE SIX (MANNER AND TIME OF DISTRIBUTING BENEFITS) of the Plan Document will be deleted in its entirety and replaced by the following:***

**6.3 MANNER OF PAYMENT.** Subject to the following provisions of this Article Six, if the Participant's Account exceeds \$5,000, the Participant's Account will normally be distributed to the Participant in the form of a nontransferable annuity purchased from a legal reserve life insurance company. However, the Participant may elect to waive the annuity, pursuant to the provisions of Section 6.6 below, and elect to have his Account distributed in a single-sum payment, or in annual, quarterly or monthly installments (or a combination of a single-sum payment and installments), subject to the provisions of Section 6.4.

If the Participant's Account balance totals \$5,000 or less, the Participant's Account will automatically be distributed in the form of a single-sum payment and as soon as administratively practicable, but not before the Participant has fulfilled all the conditions for entitlement to benefits under the Plan (including completing an application for benefits). Rollover contributions will be disregarded in determining the value of a Participant's Account Balance for this purpose. Rollover contributions will mean contributions described in Code Sections 402(c), 403(a)(4), 403(b)(8), 408(d)(3)(A)(ii), and 457(e)(16), plus earnings allocable thereto."

*This amendment will be effective March 28, 2005.*

**IN WITNESS WHEREOF**, we hereby adopt and approve this amendment this 25<sup>th</sup> day of May 2005.

**UNION TRUSTEES**

**EMPLOYER TRUSTEES**

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