AMENDMENT NO. 6
TO THE
ELECTRICAL WORKERS LOCAL NO. 292 PENSION PLAN
Amended and Restated as of May 1, 2015

WHEREAS, Section 8.1 of the Electrical Workers Local No. 292 Pension Plan (Plan), provides that the Trustees may amend the Plan; and

WHEREAS, the Trustees desire to amend the Plan to provide for a future increase to the accrued benefit.

NOW, THEREFORE, BE IT RESOLVED, that the Plan is hereby amended as provided in the attached replacement pages 2, 3 and 3A.

This amendment will be effective as of January 1, 2018.

IN WITNESS WHEREOF, we hereby adopt and approve this amendment on December 5, 2017.

7. if the date of determination is after December 31, 1984, but before January 1, 1986, Seventeen Dollars Fifty Cents ($17.50);

8. if the date of determination is after December 31, 1985 but before January 1, 1987, Nineteen Dollars ($19.00);

9. if the date of determination is after December 31, 1986, but before January 1, 1989, Twenty-One Dollars Fifty Cents ($21.50);

10. if the date of determination is after December 31, 1988, but before January 1, 1990, Twenty-Two Dollars ($22.00);

11. if the date of determination is after December 31, 1989, but before July 1, 1991, Twenty-Two Dollars Fifty Cents ($22.50);

12. if the date of determination is after June 30, 1991, but before January 1, 1992, Twenty-Three Dollars Twenty-Five Cents ($23.25);

13. if the date of determination is after December 31, 1991, but before July 1, 1995, Twenty-Three Dollars Seventy-Five Cents ($23.75);

14. if the date of determination is after June 30, 1995, but before July 1, 1996, Twenty-Four Dollars Seventy-Five Cents ($24.75);

15. if the date of determination is after June 30, 1996, but before August 1, 1997, Twenty-Seven Dollars ($27.00);

16. if the date of determination is on or after August 1, 1997, but before August 1, 1998, Twenty-Nine Dollars ($29.00);

17. if the date of determination is on or after August 1, 1998, but before August 1, 1999, Thirty-Two Dollars ($32.00);

18. if the date of determination is on or after August 1, 1999, but before July 1, 2000, Thirty-Four Dollars ($34.00);

19. if the date of determination is on or after July 1, 2000, but before August 1, 2002, Thirty-Five Dollars ($35.00);

20. if the date of determination is on or after August 1, 2002, Thirty-Five Dollars and Fifty Cents ($35.50).

21. Effective May 1, 2010, if the date of determination is on or after September 1, 2009, Thirty-Five Dollars and Fifty Cents ($35.50) for a complete or partial year of Benefit Service which the Participant earned under the Minneapolis Inside Construction and Maintenance Collective Bargaining Agreement (Inside Agreement), and; for complete and partial years of Benefit Service earned under

a Collective Bargaining Agreement wherein the rate of hourly contribution is less than the rate under the Inside Agreement, Thirty-Five Dollars and Fifty Cents ($35.50) multiplied by the percentage which the lesser rate bears to the rate under the Inside Agreement.

22. Effective May 8, 2017, if the date of determination is on or after January 1, 2018, Thirty-Six Dollars and Fifty Cents ($36.50) for a complete or partial year of Benefit Service which the Participant earned under the Minneapolis Inside Construction and Maintenance Collective Bargaining Agreement (Inside Agreement), and; for complete and partial years of Benefit Service earned under a Collective Bargaining Agreement wherein the rate of hourly contribution is less than the rate under the Inside Agreement, Thirty-Six Dollars and Fifty Cents ($36.50) multiplied by the percentage which the lesser rate bears to the rate under the Inside Agreement.

Effective for all Participants who retired on or before July 1, 1996, for benefit payments made on or after July 1, 1996, there will be a ten percent (10%) increase in the amount of benefits paid to those retirees.

Effective for all Participants who retired prior to August 1, 1998 and were, previous to such date receiving a pension from this Plan, the Plan will provide an increase in benefit payments of eight percent (8%) in respect to the monthly pension payments made on or after August 1, 1998.

Effective for all Participants who retired prior to August 1, 1999 and were, previous to such date receiving a pension from this Plan, the Plan will provide an increase in benefit payments of three percent (3%) in respect to the monthly pension payments made on or after August 1, 1999.

Effective for all Participants who retired prior to July 1, 2000 and were, previous to such date receiving a pension from this Plan, the Plan will provide an increase in benefit payments of three percent (3%) in respect to the monthly pension payments made on or after July 1, 2000.

Effective for all Participants who retired prior to August 1, 2002 and were, previous to such date receiving a pension from this Plan, the Plan will provide an increase in benefit payments of three percent (3%) in respect to the monthly pension payments made on or after August 1, 2002.

Effective for all Participants who retired prior to January 1, 2018 and were, previous to such date receiving a pension from this Plan, the Plan will provide an increase in benefit payments of two and eight hundred sixteen thousandths percent (2.816%) in respect to the monthly pension payments made on or after January 1, 2018.

b. Separate Periods of Benefit Service. If as of or prior to the date the Accrued Benefit is determined, the Participant has two (2) or more periods of Benefit Service which are separated by an Interruption which has not been bridged as described below, the Participant's Accrued Benefit will be the sum of the separate amounts of Accrued Benefit which would be calculated under paragraph (a) above if an Accrued Benefit were determined for each separate period of Benefit Service as of the last day of each separate period of Benefit Service.

1. Interruption and Interruption Year. An "Interruption Year" is a Plan Year during which the Participant fails to accumulate four hundred twenty-five (425) or more Hours of Service in Covered Employment. One (1) or a continuous series of Interruption Years will constitute an "Interruption."

2. Bridge Year. A "Bridge Year" is a Plan Year during which the Participant accumulates one thousand two hundred (1,200) or more Hours of Service in Covered Employment.

3. An Interruption is bridged if, as of the date the Accrued Benefits are determined, the total number of the Participant's Interruption Years commencing on or after the first day of the Interruption to be bridged is less than or equal to the total number of the Participant's Bridge

[SECTION CONTINUED ON THE NEXT PAGE]