

**AMENDMENT 1 TO THE
IRON WORKERS OF WESTERN PENNSYLVANIA
PROFIT SHARING PLAN
(As Amended and Restated effective January 1, 2023)**

This Amendment 1 to the Iron Workers of Western Pennsylvania Profit Sharing Plan, as amended and restated effective January 1, 2023, (the “Plan”) is made by the Board of Trustees of the Iron Workers of Western Pennsylvania Profit Sharing Plan (the “Trustees”).

WITNESSETH:

WHEREAS, the Trustees previously adopted and presently maintain the Plan as amended and restated on January 1, 2023;

WHEREAS, a correction must be made to require spousal consent for beneficiary designations;
and

WHEREAS, under Section 8.1 of the Plan, the Trustees reserve the right to amend the Plan from time to time in any respect by action of the Trustees.

NOW, THEREFORE, effective January 1, 2023, the Trustees hereby amend the Plan as follows:

1. Section 6.20(a) of the Plan is amended to read as follows:
 - (a) Each Participant may designate a Beneficiary and/or contingent Beneficiary of the Participant’s own choosing to receive death benefits payable as the result of the Participant’s death prior to the Annuity Starting Date. Any Participant may prospectively, at any relevant time, revoke such designation of a Beneficiary or contingent Beneficiary or change a Beneficiary or contingent Beneficiary. Any such designation, revocation or change shall be made in writing filed with the Trustees in the manner and form prescribed by the Trustees. For a married Participant, any such designation, revocation or change shall be subject to the applicable spousal consent requirements of paragraphs (d) through (i) below.
2. Section 6.20(d) through 6.20(i) are amended to read as follows:
 - (d) Notwithstanding paragraph (a) above, the sole primary Beneficiary of a married Participant shall be the Spouse (with distribution from the Pension Account made in the form of Qualified Preretirement Survivor Annuity), unless the Participant designates a primary Beneficiary other than his/her Spouse (which shall waive the Qualified Preretirement Survivor Annuity for the Pension Account) and either:
 - (1) the Participant’s Spouse consents in writing to said designation and the Spouse’s consent acknowledges the effect of said designation and is witnessed by a notary public; or

- (2) it is established to the satisfaction of the Trustees that (i) there is no Spouse, (ii) the Spouse cannot be located, (iii) such other conditions exist as may be prescribed by regulations issued by the Secretary of the Treasury, or (iv) except as otherwise provided in a qualified domestic relations order, the Participant is legally separated, or has been abandoned (within the meaning of local law) and the Participant has a court order of abandonment.
- (e) Spousal consent to the designation under paragraph (d) above shall be effective only with respect to such Spouse granting said consent or with whom said spousal consent is otherwise established and shall be irrevocable by the Spouse with respect to said designation.
- (f) A Participant who designates, with his/her Spouse's consent, a Beneficiary other than his/her Spouse cannot thereafter change said Beneficiary designation unless:
 - (1) the change is to designate the Spouse as the sole primary Beneficiary (which shall revoke the waiver of the Qualified Preretirement Survivor Annuity for the Pension Account);
 - (2) the Spouse consents to such change in the manner prescribed by paragraph (d) above; or
 - (3) the Spouse previously executed in the manner prescribed by paragraph (d) above a general spousal consent that permits the Participant to make such change without further spousal consent and which acknowledges that the Spouse voluntarily relinquished the right to limit spousal consent to a specific Beneficiary.
- (g) If a Participant designates, with his/her Spouse's consent, a primary Beneficiary other than his/her Spouse before the first day of the Plan Year in which he/she attains age 35, said designation shall automatically be revoked as of the first day of said Plan Year (at which time the Participant's Spouse shall again be the sole primary Beneficiary under the Qualified Preretirement Survivor Annuity for the Pension Account, unless the Participant again designates a primary Beneficiary other than his/her Spouse in accordance with the spousal consent requirements of paragraph (d) above).
- (h) If a Participant designates a trust as Beneficiary, the Spouse need only consent to the designation of the trust as Beneficiary and need not consent to the designation of trust beneficiaries or to any change in trust beneficiaries.
- (i) To the extent, in the manner, and at the time required by the Code and ERISA, the Trustees shall provide Participants with a general explanation of the above spousal consent and benefit requirements.

3. In all other respects, the provisions of the Plan are hereby ratified and confirmed, and they shall continue in full force and effect. In order to maintain the terms of the Plan in a single document, this Amendment may be incorporated into the most recent restatement of the Plan and the Table of Contents and any section numbers and section references or cross-references may be corrected and/or updated at any

time.

IN WITNESS WHEREOF, pursuant to the proper approval and delegation by the Trustees, the following Employer and Union Trustees have affixed their signatures as of this 27th day of October, 2023.


Danielle Harshman
Employer Trustee


Gregory Bernarding
Union Trustee