

**Amendment 2016-1 to
Iron Workers Welfare Plan of Western Pennsylvania**

WHEREAS, the Board of Trustees of the Iron Workers Welfare Plan of Western Pennsylvania ("Plan Sponsor") sponsors the Iron Workers Welfare Plan of Western Pennsylvania (the "Plan");

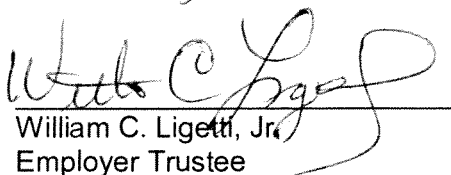
WHEREAS, the Plan offers various benefit plans and programs to Participants and their eligible Dependents, including a Value Bank that can be used to reimburse certain medical claims of members and their eligible dependents; and

WHEREAS, the Plan Sponsor wishes to allow members to request and receive reimbursement from the Value Bank for hearing tests;

NOW THEREFORE, the Plan is amended, effective as of January 1, 2016, as follows:

- 1) For expenses incurred on or after January 1, 2016, the Value Bank may be used for reimbursement of the expenses of a hearing test for a Member or a Member's Eligible Dependent.
- 2) All other provisions in the Plan shall continue in full force and effect.

IN WITNESS WHEREOF, pursuant to the proper approval and delegation by the Trustees, the following Employer and Union Trustees have affixed their signatures this 22 day of JANUARY, 2016.



William C. Ligett, Jr.
Employer Trustee



Gregory A. Christy
Union Trustee