

**4th AMENDMENT TO THE
NECA-IBEW PENSION TRUST FUND
PENSION PLAN**

As Amended and Restated Effective June 1, 2024

WHEREAS, the Board of Trustees of the NECA-IBEW PENSION TRUST FUND (“Fund”) may, pursuant to Article XII, Section 12.01, amend the NECA-IBEW Pension Trust Fund Plan Document restated effective June 1, 2024; and

WHEREAS, the Trustees desire to amend the Plan;

NOW, THEREFORE, the Trustees amend the Plan as follows subject to the conditions specified above:

ARTICLE III – NORMAL RETIREMENT BENEFIT

1. Effective October 3, 2025, the last paragraph in Article III, Section 3.02, Subsection H shall be amended to clarify existing rules and shall read as follows:

Employer Contributions made on a Participant’s behalf by an Employer who first begins participating in the Plan on behalf of a new bargaining unit or group on and after January 1, 2017, shall only be subject to the New Money Rate multiplier specified above (*i.e., the Old Money Rate multiplier that applies to Employer Contributions remitted prior to January 1, 2017, is not applicable*). The foregoing provision applies to Employer Contributions made by Employers who first participated in the Plan on or after January 1, 2017 with respect to a new bargaining unit or group (*i.e., Employer Contributions made on a Participant’s behalf by an Employer who became signatory to an area-wide or other collective bargaining agreement that required Employer Contributions to be paid to the Pension Fund prior to January 1, 2017 by other Employers, or an Employer who participated in the Plan prior to January 1, 2017, and then withdrew or terminated participation and subsequently resumed participation after January 1, 2017, shall be subject to the Old Money Rate and New Money Rate, as applicable*).

ARTICLE XIII – SUSPENSION OF BENEFITS

2. Effective January 1, 2026, Article XIII shall be amended by adding a new Subsection H to Section 13.10 which shall read as follows:

Section 13.10 – Waiver of Suspension of Benefits Rules

H. Effective January 1, 2026, the Trustees adopt the following waiver rules: Retirees receiving an Early or Normal Retirement who retired from employment for at least ninety (90) days (starting from the retiree’s “pension effective date”) and received three (3) monthly pension benefit payments before returning to work and who complete the applicable return to work form prescribed by the Pension Fund in advance of returning to work, may return to covered and contributory Employment for up to six hundred (600) hours in calendar year 2026 without resulting in a suspension of the Participant’s pension benefits.

For purposes of this subsection 13.10B., “covered and contributory Employment” shall mean work or service for which an Employer is required to make contributions to the Pension Fund under a Collective Bargaining Agreement.

Disability pensioners are not eligible to return to work under this limited waiver.

The waiver of the Suspension of Benefit rules shall only be effective from January 1, 2026 through December 31, 2026 and shall automatically expire at the end of the specified term.

The above amendment to the NECA-IBEW PENSION TRUST FUND's Plan Document was adopted by a Motion passed by the Board of Trustees on the 3rd day of October, 2025. In witness hereof, the undersigned officers of the Board of Trustees affix their signatures hereto.

APPROVED:

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Mike Raikes
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Chairman

Signed by:
Mark Langhery
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Secretary