

**5<sup>th</sup> 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 I – DEFINITIONS**

1. Effective November 1, 2025, Article I shall be amended at Section 1.17 by replacing the third paragraph of the Section with the following two paragraphs and the remainder of the Section is unchanged:

All Participants who have an annuity starting date after May 31, 2022 but before November 1, 2025 shall have a portion of their Non-Credited Contributions restored as set out in Section 3.02E such that prior to June 1, 2012, the term “Employer Contributions” shall mean one hundred percent (100%) of all payments required to be made by Employers to the Trust Fund in accordance with applicable Collective Bargaining Agreements or such other written agreements requiring the making of such payments on a Participant’s behalf for work performed before that date; and that on or after June 1, 2012, the term “Credited Employer Contributions” shall mean all payments required to be made by Employers to the Trust Fund in accordance with applicable Collective Bargaining Agreements or such other written agreements requiring the making of such payments on a Participant’s behalf for work performed on or after that date but excluding any Non-Credited Contributions as that term is defined in Section 3.02.

All Participants who have an annuity starting date after October 31, 2025 shall have all remaining Non-Credited Contributions restored as set out in Section 3.02E and Section 3.02J such that the term “Employer Contributions” shall mean one hundred percent (100%) of all payments required to be made by Employers to the Trust Fund in accordance with applicable Collective Bargaining Agreements or such other written agreements requiring the making of such payments on a Participant’s behalf for work performed.

**ARTICLE III – NORMAL RETIREMENT BENEFIT**

2. Effective November 1, 2025, an additional paragraph “J” shall be added at the end of Section 3.02 that shall read as follows:

**J. Restoration of June 1, 2012 through May 31, 2021 Non-Credited Contributions**

Between June 1, 2012 and May 31, 2021, some Employer Contributions consisted of Non-Credited Contributions as defined in Section 1.17 and subsection 3.02D. All Participants who

have an annuity starting date after October 31, 2025, shall have their Non-Credited Contributions for the period June 1, 2012 through May 31, 2021 restored at the 1.00% accrual rate which prevailed at the time.

A one-time “13<sup>th</sup> check” for Participants who have an annuity starting date on or before October 31, 2025 would also be paid equal to \$0.609 times the amount of Non-Credited Contributions from June 1, 2012 through May 31, 2014 plus \$0.589 times the amount of Non-Credited Contributions from June 1, 2014 through May 31, 2016 plus \$0.547 times the amount of Non-Credited Contributions from June 1, 2016 through May 31, 2021.

## **ARTICLE VII – TOTAL AND PERMANENT DISABILITY BENEFIT**

3. Effective November 1, 2025, Article VII shall be amended at Section 7.02 by adding the following paragraph at the end of the last paragraph of the section:

A Participant receiving a Total and Permanent Disability Benefit as of October 31, 2025, shall receive the restoration of Non-Credited Contributions from the period of June 1, 2012, through May 31, 2021 pursuant to Section 3.02J when the Participant’s Total and Permanent Disability Benefit terminates pursuant to Section 7.06D and the Total and Permanent Disability Benefit is converted to an Early Retirement Benefit, Deferred Vested Benefit or Normal Retirement Benefit, as applicable. For any Participant who is approved for a Total and Permanent Disability Benefit on and after November 1, 2025, the restoration of Non-Credited Contributions from the period of June 1, 2012, through May 31, 2021 pursuant to Section 3.02J shall be included in the Disability Benefit calculation when the disability application is approved.

4. Effective November 1, 2025, Article VII shall be amended at Section 7.07 by adding the following paragraph at the end of the last paragraph of the section:

For applications that are approved on and after November 1, 2025, the restoration of Non-Credited Contributions from the period of June 1, 2012 through May 31, 2021, as described in Section 3.02J, shall be included in a Non-Vested Disability Benefit payment under this Section 7.07.

5. Effective November 1, 2025, Article VII shall be amended at Section 7.08 by adding the following paragraph at the end of the last paragraph of the section:

For applications that are approved on and after November 1, 2025, the restoration of Non-Credited Contributions from the period of June 1, 2012 through May 31, 2021, as described in Section 3.02J, shall be included in the Vested Participant’s single sum benefit payment under this Section.

## **ARTICLE VIII – DEATH BENEFITS**

6. Effective November 1, 2025, Article VIII shall be amended by adding two headings “A. Period of August 1, 2006 through May 31, 2012” and “B. Period of June 1, 2012

through May 31, 2021” under Section 8.08, with existing paragraphs falling under heading A and new paragraphs falling under heading B, which shall read as follows:

**B. Period of June 1, 2012 through May 31, 2021**

The restoration of Non-Credited Contributions from the period of June 1, 2012 through May 31, 2021, as described in subsection 3.02J, shall be included in Death Benefits paid under this Article as described below.

Death Benefits paid in a lump sum related to deaths that occurred prior to November 1, 2025 shall not include the restoration of Non-Credited Contributions from the period of June 1, 2012 to May 31, 2021.

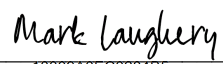
Participants or Beneficiaries receiving Death Benefits in pay status as of October 31, 2025 shall receive restoration of Non-Credited Contributions from the period of June 1, 2012 to May 31, 2021 in the form of a 13<sup>th</sup> check as described in subsection 3.02J.

For Death Benefits approved on or after November 1, 2025, the restoration of Non-Credited Contributions from the period of June 1, 2012 through May 31, 2021 pursuant to subsection 3.02J shall be included in the Death Benefit calculation when approved by the Fund.

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 3<sup>rd</sup> day of October, 2025. In witness hereof, the undersigned officers of the Board of Trustees affix their signatures hereto.

APPROVED:

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Chairman

Signed by:  
  
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Secretary