

**3rd 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 XIII – SUSPENSION OF BENEFITS

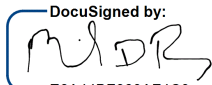
1. Effective June 1, 2025, Article XIII shall be amended by adding a new Subsection B to Section 13.11 which shall read as follows:

Section 13.11 – Exempted Employment

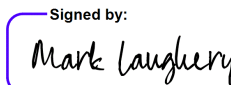
- B. A Retired Participant, who is at least age 60 and is employed as a building or code inspector by a city, county, state, or national government, if the inspector position is not covered by a Collective Bargaining Agreement as defined in Section 1.06 of this Plan Document.

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 8th day of April, 2025. In witness hereof, the undersigned officers of the Board of Trustees affix their signatures hereto.

APPROVED:

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Chairman – Michael Raikes

Signed by:


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Secretary – Mark Laughery