

AMENDMENT #3

to the

NORTHERN CALIFORNIA ELECTRICAL WORKERS PENSION PLAN

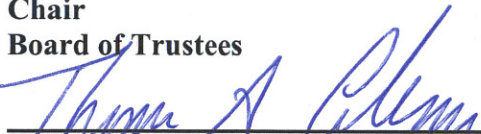
The Northern California Electrical Workers Pension Plan, restated effective as of January 1, 2008, and approved by the Internal Revenue Service on October 22, 2015, is hereby amended for the third time as follows, effective as of January 1, 2019:

New Section H in Article X is added as follows:

“H. Investment in Group Trust Fund. The Board is expressly authorized to invest all or any portion of the Trust Fund in any group trust fund which at the time of the investment provides for the pooling of the assets of plans qualified under Code §401(a), including a group trust fund that also permits the pooling of qualified plan assets with assets of an individual retirement account that is exempt from taxation under Code §408(e), assets of an eligible governmental plan under Code §457(b) that is exempt from taxation under Code §457(g), assets of a custodial account under Code §403(b)(7) or a retirement income account under Code §403(b)(9), or assets of a governmental plan under Code §401(a)(24). This authorization applies solely to a group trust fund exempt from taxation under Code §501(a) and the trust agreement of which satisfies the requirements of IRS Revenue Ruling 81-100 (as modified and clarified by Revenue Ruling 2004-67 and Revenue Ruling 2011-1), and as it may be modified from time to time. The provisions of the group trust fund agreement, as it may be amended, are by this section incorporated within this Plan and the Trust. The provisions of the group trust fund will govern any investment of Plan assets in that fund.”

Approved unanimously by the Board of Trustees of the Northern California Electrical Workers Pension Trust by poll during December 2019, and thereafter duly executed as set forth below.

**Chair
Board of Trustees**

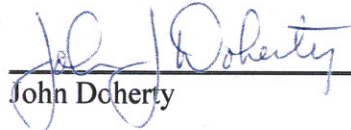


Thomas Coleman

12/20/2019

Date

**Co-Chair
Board of Trustees**



John Doherty

December 13, 2019

Date