

**FIRST AMENDMENT  
TO THE  
SOUTHERN TIER BUILDING TRADES  
LABORERS PROFIT SHARING PLAN**

WHEREAS, the Trustees of the Southern Tier Building Trades Laborers Profit Sharing Plan (the "Plan") have previously adopted a Restated Plan of Benefits effective the 1<sup>st</sup> day of May, 2021 and;

WHEREAS, the Trustees wish to amend the Plan to eliminate future Voluntary Employee Contributions; and

WHEREAS, pursuant to Section 13.1, the Trustees are vested with the authority to amend the Plan;

NOW, THEREFORE, the Plan is amended, effective July 1, 2022 as follows:

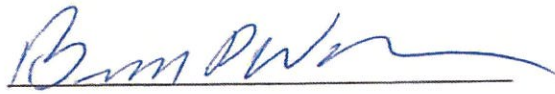

1. Section 4.6 of the Plan is amended to read as follows:

4.6 VOLUNTARY EMPLOYEE CONTRIBUTIONS. As of his Entry Date, each Active Participant may elect to make periodic after tax Voluntary Employee Contributions under the Plan in an amount equal to not more than ten percent (10%) of the Participant's compensation by completing and delivering to the Administrator the Contribution Form along with the actual contribution. Notwithstanding the foregoing, in no event shall the Participant be allowed to make a voluntary contribution which would exceed the Section 415 limit. Each Participant's Voluntary Employee Contributions, if any, shall be credited to his Participant's Account and accounted for separately as required by the Regulations.

Effective July 1, 2022, Voluntary Employee Contributions are no longer permitted.

IN WITNESS WHEREOF, this Amendment has been adopted the 19<sup>th</sup> day of May, 2022.

EMPLOYER TRUSTEES:

UNION TRUSTEES:

