

**Second Amendment to the May 1, 2014 Restatement of the  
Pension Plan of Carpenters' Pension Trust Fund of St. Louis**

The Plan Document of the Carpenters' Pension Trust Fund of St. Louis, restated May 1, 2014, is amended as follows pursuant to Section X and Article 8 of Appendix A, effective May 1, 2014:

1. The first two sentences of Section II.D. are amended to read in their entirety as follows:

**“Carpenter”** shall mean any person described in Paragraph 3 of Article III of the Trust Agreement who is not also a ‘Participant’ as defined in the Shops Plan. In addition, the term ‘Carpenter’ shall also include the persons described in (1), (2) and (3) below:”

2. Section II.D. is amended by adding thereto a new subsection 3, to read as follows:

“3. Any individual who satisfies all of the following conditions, regardless whether such individual has an ownership interest in his Employer:

“a. The individual is not employed as a member of a collective bargaining unit represented by any union.

“b. The individual was formerly covered, for all hours of service during a plan year, as a member of the bargaining unit under a collective bargaining agreement requiring contributions to be made to this Plan on the individual’s behalf.

“c. The individual has a vested or unforfeited accrued benefit either (i) in this Plan, or (ii) in another pension plan to which the contributions described in the preceding subparagraph b. were transferred pursuant to a reciprocal arrangement.

“d. The individual is employed by an Employer that has a collective bargaining agreement requiring contributions to this Plan on behalf of members of the collective bargaining unit.

“e. The individual’s Employer has signed a participation agreement acceptable to the Trustees that requires contributions to the Plan on behalf of the individual for all hours actually worked, but not less than 130 hours per month.

“f. The individual’s participation in the Plan would satisfy all requirements for treatment as an “excludable employee” under Treasury Regulation 1.410(b)-6.”

3. The first sentence of Section II.E. is amended to read in its entirety as follows:

**“Covered Employment”** shall mean employment as a Carpenter by an Employer described in Paragraph 4 of Article III of the Trust Agreement, with respect to which the Employer is obligated by written agreement acceptable to the Trustees to make contributions to the Carpenters’ Pension Trust Fund of St. Louis for benefits under the Outside Plan.”

4. Section 1.3 of Appendix A is amended to read in its entirety as follows:

“1.3 **‘Covered Employment’** shall mean employment with respect to which an Employer is obligated by written agreement acceptable to the Trustees to make contributions on behalf of Employees to the Carpenters’ Pension Trust Fund of St. Louis for benefits under the Shops Plan.”

5. The first sentence of Section 1.5 of Appendix A is deleted and replaced by the following:

**“Employee”** means a person who, on or after the Effective Date, is employed in Covered Employment as a member of the bargaining unit covered by the Employer’s collective bargaining agreement. In addition, the term “Employee” shall include any individual who satisfies all of the following conditions, regardless whether such individual has an ownership interest in his Employer:

- “a. The individual is not employed as a member of a collective bargaining unit represented by any union.
- “b. The individual was formerly covered, for all hours of service during a plan year, as a member of the bargaining unit under a collective bargaining agreement requiring contributions to be made to this Plan on the individual’s behalf.
- “c. The individual has a vested or unforfeited accrued benefit either (i) in this Plan, or (ii) in another pension plan to which the contributions described in the preceding subparagraph b. were transferred pursuant to a reciprocal arrangement.
- “d. The individual is employed by an Employer that has a collective bargaining agreement requiring contributions to this Plan on behalf of members of the collective bargaining unit.
- “e. The individual’s Employer has signed a participation agreement acceptable to the Trustees that requires contributions to the Plan on behalf of the individual for all hours actually worked, but not less than 130 hours per month.
- “f. The individual’s participation in the Plan would satisfy all requirements for treatment as an “excludable employee” under Treasury Regulation 1.410(b)6(d)(2)(ii).”

IN WITNESS WHEREOF, this Second Amendment has been executed as of August 13, 2015.

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