PLAN AMENDMENT NO 3
TO THE OPERATING ENGINEERS LOCAL 12
DEFINED CONTRIBUTION PLAN

Pursuant to Article IX, Section 10 of the Plan the Board of Trustees has authorized Chair and Secretary to execute this Plan Amendment All provisions of this Plan Amendment are effective July 1, 2020

(1) Article III, Section 2 is amended by modifying the final sentence to read as follows

"Expenses are charged to the individual accounts on the 25th day of each month commencing August 1, 2021 "

Executed this 10 day of August, 2020

By _____
Chairman Board of Trustees

By _____
Secretary Board of Trustees