

**FIRST AMENDMENT**

Local 25 S.E.I.U. and Participating Employers Pension Plan

WHEREAS, effective October 1, 2014, the Trustees adopted the Local 25 S.E.I.U. and Participating Employers Pension Plan (the "Plan") as amended and restated; and

WHEREAS, Article XI reserves the right of the Trustees to make any amendment or amendments to the Plan;

NOW, THEREFORE, pursuant to the authority in Article XI, Section 6.5 of the Plan is amended to add section 6.5(b)(iii)(C), as follows

(b) **Definitions** [ . . . ]

(iii) "415 Compensation" means [ . . . ]

(C) Compensation received under differential wage payments, as that term is defined in IRC § 414(u)(12).

IN WITNESS THEREOF, the following Trustees have caused this First Amendment to be executed on the date set forth opposite their respective names.

*Paul Hanson* 8/19/15  
Date  
*Robert A. Smith* 8/19/15  
Date  
*William J. Smith* 8/19/15  
Date

*Beff* 8-19-15  
Date  
*Kenneth F. Cliff* 8/19/15  
Date  
*Mona Bailinger* 8/19/15  
Date

**SECOND AMENDMENT**

**Local 25, S.E.I.U. and Participating Employers Pension Plan**





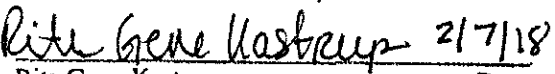

PURSUANT to the authority granted to them in Article XI, section 11.1 of the Local 25 S.E.I.U. and Participating Employers Pension Plan (the "Plan") as amended and restated effective October 1, 2014, the Trustees amend Article IX to add the following section 9.5, effective February 6, 2018.

1. Article IX, Section 9.5 is hereby added to read as follows:

**Section 9.5 Claim Filing Time Limit**

Any lawsuit claiming a benefit under the Plan shall be filed within the limitations period provided in this paragraph. The limitations period ends one year from the date of the notice to the Participant or Beneficiary advising of the determination of the Participant's or Beneficiary's claim. If a timely request for review has been filed under this Article, the limitations period ends one year from the date of the notice advising the claimant of the determination on the request for review. Notwithstanding the foregoing, if a claim for a benefit has been approved, the limitations period ends one year from the date a benefit has been paid to the Participant or Beneficiary. Any lawsuit must be filed in U.S. District Court for the Northern District of Illinois, Eastern Division.

IN WITNESS WHEREOF, the undersigned Trustees have executed this Second Amendment on the date written opposite their respective names.

 Thomas Balanoff	Date	 H. Michael Kurzman	2/7/18 Date
 Kenneth F. Cliff	2/7/18 Date	 Frank A. Maxson	2/7/18 Date
 Rita Gene Kastrop	2/7/18 Date	 Robert E. Quast	2/7/18 Date

**THIRD AMENDMENT**

**Local 25, S.E.I.U. and Participating Employers Pension Plan**

PURSUANT to the authority granted to them in Article XI, section 11.1 of the Local 25 S.E.I.U. and Participating Employers Pension Plan (the "Plan") as amended and restated effective October 1, 2014, the Trustees amend Article II to read as follows, effective April 1, 2018:

1. **Article II, Section 2.2 Principal Entities** is amended to change the name of the Plan.

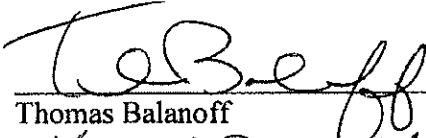

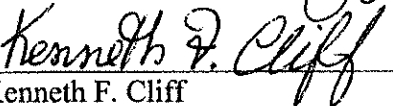
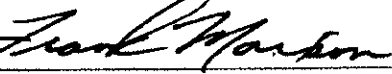
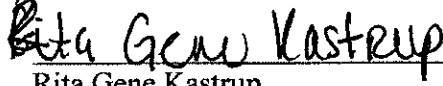
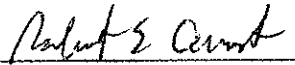
(a) **Plan**

SEIU Local 1 & Participating Employers Pension Plan, as amended from time to time.

(e) **The Fund (or Trust Fund)**

Local 25 S.E.I.U. and Participating Employers Pension Trust established pursuant to the Agreement to receive and invest contributions of the Employers and from which benefits are paid, and the name of the Trust will be SEIU Local 1 & Participating Employers Pension Trust.

IN WITNESS WHEREOF, the undersigned Trustees have caused this Third Amendment to be executed on the date set forth opposite their respective names.

 Thomas Balanoff	5-16-18 Date	 H. Michael Kurzman	5/16/18 Date
 Kenneth F. Cliff	5/16/18 Date	 Frank A. Maxson	8/15/18 Date
 Rita Gene Kastrup	5/16/18 Date	 Robert E. Quast	5/16/18 Date