

**AMENDMENT NUMBER EIGHT  
TO THE I.A.T.S.E. ANNUITY PLAN**

WHEREAS, Section 8.12 of the I.A.T.S.E. Annuity Plan (the "Plan") provides that the Trustees may amend the Plan at any time;

WHEREAS, as a result of the spread of the COVID-19 virus there have been states of emergencies declared in numerous states and localities across the country;

WHEREAS, as a result of the COVID-19 virus there have been numerous closures and cancellations resulting in loss of work and disruptions to routines and travel preventing individuals from working;

Now, therefore, the Plan, restated effective January 1, 2014, is hereby amended effective March 13, 2020, by adding a new subsection (8) to Section 7.11(b) to read as follows, and by changing the word "seven" to "eight" in the first line:

- (8) **COVID-19 VIRUS:** Expenses and losses (including loss of income due to closures and layoffs) incurred by the Participant on account of the COVID-19 virus, regardless of whether the Participant was infected, quarantined or otherwise isolated.

By signing below, the Co-Chairs hereby signify that this amendment was adopted by email poll conducted in March 2020.

UNION TRUSTEE CO-CHAIR

EMPLOYER TRUSTEE CO-CHAIR

  
Matthew D. Loeb

  
Christopher Brockmeyer

09/24/2020  
Date

10/15/2020  
Date