

AMENDMENT NO. 1 TO THE  
WESTERN GLAZIERS RETIREMENT PLAN  
(2015 RESTATEMENT)

The Board of Trustees for the Western Glaziers Retirement Fund, pursuant to Section 4.06-10 of the Restated Trust Agreement and Section 12.01 of the Western Glaziers Retirement Plan 2015 Restatement (the Plan) amend the Plan effective May 1, 2015, as set forth below.

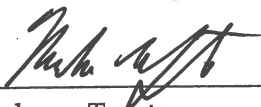
1. Section 4.01-3 "Total Service Benefit" is amended by adding a new subparagraph (e) to read as follows:


(e) May 1, 2015 Applicable Benefit Rate Increase. Effective for Early, Normal or Deferred Retirement payments and Disability benefits (or related pre-retirement death benefits) first occurring on and after May 1, 2015, and notwithstanding anything in 4.01-3 to the contrary, for any Participant with at least one (1) Contributory Hour of Service on or after May 1, 2015, the applicable benefit rate that applies in 4.01-3(a) to the Fifth Group for periods of covered service from April 1, 2009 and after, shall be 1.4% (one point four percent) instead of 1.2% (one point two percent). For any avoidance of doubt, nothing in subparagraph (e) shall increase any Participant's accrued benefit prior to May 1, 2015.

2. As provided under Section 4.01-5 "Special Action by Trustees," Plan Appendix A is amended to add a new paragraph to read as follows:

(s) Trustee-Approved Non-Reoccurring Distribution as of May 1, 2015. For all retirees and Beneficiaries entitled to receive a monthly Early, Normal or Deferred Retirement payment (or related post-retirement death survivor's benefit payment) on May 1, 2015 (but not a Disability payment) and who initially commenced receiving such payments prior to May 1, 2015, one extra check equal to 100% (one hundred percent) of the monthly amount paid to such payee on April 1, 2015, shall be paid to the payee as soon as administratively practicable.

ADOPTED June 10, 2015 and EXECUTED October 28, 2015.

  
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Employer Trustee

  
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Union Trustee