

**FIRST AMENDMENT TO THE
PLAN DOCUMENT EFFECTIVE JULY 1, 2015
FOR THE NATIONAL I.A.M. BENEFIT TRUST FUND**

WHEREAS, Article 1.10 of the National I.A.M. Benefit Trust Fund Plan Document, effective July 1, 2015 gives the Board of Trustees (Trustees) of the National I.A.M. Benefit Trust Fund the power to amend the Plan at any time; and

WHEREAS, the Trustees have agreed to amend the Plan Document as described herein.

NOW THEREFORE, the Trustees of the National I.A.M. Benefit Trust Fund hereby amend the Plan Document as follows:

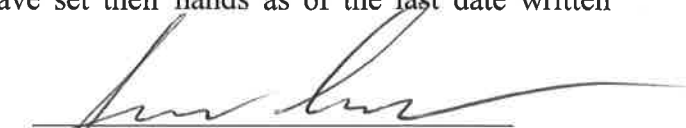
Effective January 1, 2018 Article 1.01(r) is amended to read:

r. Plan Year: The 12 month period commencing January 1 and ending December 31.

IN WITNESS WHEREOF, the undersigned have set their hands as of the last date written below.

Date: December 8, 2016

Date: December 8, 2016


Union Trustee


Employer Trustee