

**SECOND 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, 2020, Appendix A is amended to read (with new language in bold italics):

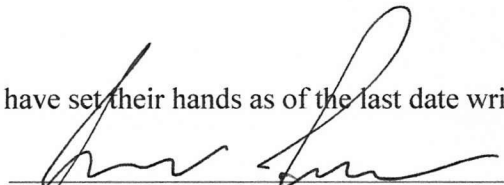
The following are the documents that are incorporated by reference:

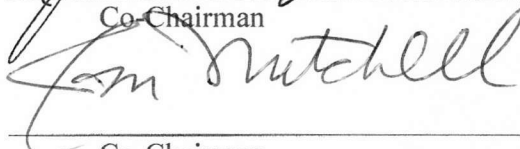
- The SPDs for the medical, dental, vision, disability and life coverage.
- The Insurance Contract between the Board of Trustees and ***Hartford Life and Accident Insurance Company***.

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

Date: 10-5-2020

Date: 10-5-2020



Co-Chairman


Co-Chairman