



NECA – LOCAL NO. 145 IBEW WELFARE PLAN



AMENDMENT NO. 8 TO THE RESTATED WELFARE PLAN

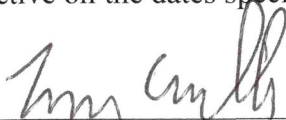
WHEREAS, pursuant to the terms of the Trust Agreement of the NECA – Local No. 145 IBEW Welfare Plan, the Board of Trustees has the discretion to amend the Plan Document/SPD (“Plan”), restated and effective October 1, 2022; and

WHEREAS, the Trustees desire to amend the Plan as of the effective dates specified below;

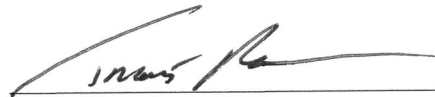
NOW, THEREFORE, BE IT RESOLVED, that the Plan is hereby amended as follows:

1. Effective this 1st day of January, 2026, the Schedule of Benefits to the October 1, 2022 Summary Plan Description is replaced with the updated Schedule of Benefits that is attached hereto as **Exhibit A**.

This amendment was adopted and executed on this 5th day of November, 2025 and is effective on the dates specified above.



Chairman



Secretary