



NECA – LOCAL NO. 145 IBEW PENSION FUND

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N.E.C.A. LOCAL NO. 145 I.B.E.W. PENSION PLAN

ELEVENTH AMENDMENT TO THE RESTATED PENSION PLAN

WHEREAS, Article X, Section 10.01, of the Restated Plan Document effective September 1, 2014, grants authority to the Trustees to amend the Plan; and

WHEREAS, the Trustees, in accordance with their review of the funding status of the Plan and considering the additional contributions being allocated, now desire to amend the Plan and increase the accrual rate;

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

ARTICLE III - PENSION ELIGIBILITY AND AMOUNTS

Article III shall be amended at Section 3.03, which shall be deleted in its entirety.

A new Section 3.03 shall be inserted, effective September 1, 2026, as follows:

Section 3.03. Regular Pension - Amount

The monthly amount of the Regular Pension is equal to the number of Pension Credits earned during each of the Participant's Periods of Accrual multiplied by the accrual rate effective on the last of such Period of Accrual as shown in the following schedule:

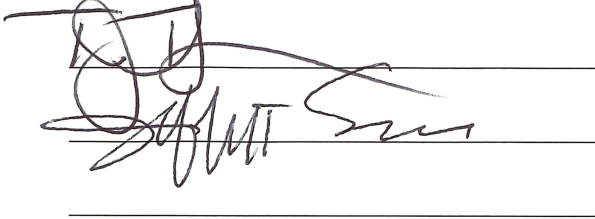
Last Day of Period of Accrual	Accrual Rate per Pension Credit Earned	
	Before Contribution Period	During Contribution Period
September 1971 through March 31, 1977	\$ 4.00	\$ 8.00
April 1, 1977 through March 31, 1978	\$ 5.00	\$10.00
April 1, 1978 through March 31, 1979	\$ 6.00	\$12.00
April 1, 1979 through December 31, 1983	\$ 7.65	\$15.30
January 1, 1984 through August 31, 1985	\$ 9.50	\$19.00
September 1, 1985 through August 31, 1986	\$16.50	\$33.00
September 1, 1986 through August 31, 1988	\$17.00	\$34.00
September 1, 1988 through August 31, 1990	\$17.00	\$40.00

Last Day of Period of Accrual	Accrual Rate per Pension Credit Earned	
	Before Contribution Period	During Contribution Period
September 1, 1990 through August 31, 1991	\$17.00	\$46.00
September 1, 1991 through August 31, 1995	\$17.00	\$49.00
September 1, 1995 through August 31, 1996	\$17.00	\$59.00
September 1, 1996 through August 31, 1997	\$17.00	\$68.00
September 1, 1997 through August 31, 1998	\$17.00	\$72.00
September 1, 1998 through August 31, 1999	\$17.00	\$82.00
September 1, 1999 through August 31, 2000	\$17.00	\$100.00
September 1, 2000 through September 30, 2004	\$17.00	\$106.00
October 1, 2004 through August 31, 2007	\$17.00	\$106.00 (Inside credits) \$39.00 (Teledata credits)
September 1, 2007 through August 31, 2008	\$17.00	\$106.00 (Inside credits) \$40.00 (Teledata credits)
September 1, 2008 through August 31, 2010	\$17.00	\$107.00 (Inside credits) \$41.00 (Teledata credits)
September 1, 2010 through August 31, 2015	\$17.00	\$107.00 (Inside credits) \$41.00 (Teledata credits) \$41.00 (Residential credits)
September 1, 2015 August 31, 2017	\$17.00	\$112.00 (Inside credits) \$46.00 (Teledata credits) \$46.00 (Residential credits)
September 1, 2017 to August 31, 2021	\$17.00	\$115.00 (Inside credits) \$49.00 (Teledata credits) \$49.00 (Residential credits)
September 1, 2021 to August 31, 2022	\$17.00	\$120.00 (Inside credits) \$49.00 (Teledata credits) \$54.00 (Residential credits)
September 1, 2022, to August 31, 2024	\$17.00	\$125.00 (Inside credits) \$54.00 (Teledata credits) \$59.00 (Residential credits)
September 1, 2024, to August 31, 2026	\$17.00	\$129.00 (Inside credits) \$58.00 (Teledata credits) \$63.00 (Residential credits)
September 1, 2026 to Present	\$17.00	\$135.00 (Inside credits) \$64.00 (Teledata credits) \$69.00 (Residential credits)

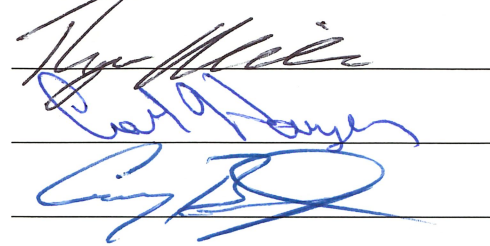
This amendment is effective September 1, 2026, as passed and ratified by the Trustees on May 1st, 2026.

APPROVED:

Employer Trustee:

A handwritten signature in dark ink, appearing to be "S. J. Smith", is written over three horizontal lines.

Union Trustee:

Three handwritten signatures in blue ink are written over three horizontal lines. The signatures appear to be "Ryan Miller", "Carl Hoyer", and "Craig R.".

