

**INTERNATIONAL BROTHERHOOD OF ELECTRICAL WORKERS,
LOCAL UNION NO. 9 & LINE CLEARANCE CONTRACTORS
401(k) RETIREMENT PLAN
THIRD AMENDMENT**

Pursuant to the Board of Trustees power to amend the Plan as reflected in Section 11.1 of the Plan Document, the Trustees hereby amend the Plan by adopting this Third Amendment and modifying Section 2.22A as follows:

Section 2.22A Leaving the Trade currently reads:

An Employee may indicate an intention to leave the trade at a time prior to his reaching Normal Retirement Age. He must indicate his intent in affidavit form, notarized and submitted to the Plan Administrator, on a form supplied by the Plan Administrator. The Affidavit must state that the Participant intends to leave the trade permanently and not work as a tree trimmer for any contractor which is signatory to the Collective Bargaining Agreement within the jurisdiction of Local 9, I.B.E.W., for an indefinite period of time.

Effective May 17, 2005, Section 2.22A shall be replaced in its entirety and shall read as follows:

An Employee may indicate an intention to leave the trade permanently. He must indicate his intent in affidavit form, notarized and submitted to the Plan Administrator, on a form supplied by the Plan Administrator. The Affidavit must state that the Participant intends to leave the trade permanently and not work as a tree trimmer for any contractor which is signatory to the Collective Bargaining Agreement within the jurisdiction of Local 9, I.B.E.W., for an indefinite period of time.

IN WITNESS WHEREOF, the Union Trustees and the Employer Trustees have executed this Third Amendment to the Plan Document on this 17th day of May, 2005.

UNION TRUSTEES:

Mark R. Chapman
Craig Nolan
Robert Spychalski
Thomas E. Sullivan
Robert K. Wilson

EMPLOYER TRUSTEES:

Mark D. X...
