

AMENDMENT NO. 4 TO THE
WESTERN METAL INDUSTRY PENSION PLAN
AS REVISED AND RESTATED EFFECTIVE JANUARY 1, 2004

ARTICLE V - RETIREMENT INCOME

Section 508. Reemployment After Retirement

Article V, Section 508 is amended to state as follows:

- (a) A Participant under age 65 shall have the portion of his Retirement Income that was accrued on or after April 1, 1989 suspended for the remainder of any calendar year in which his post-retirement earnings from employment or self-employment exceed the limits set forth below:
- (1) If all of the Participant's earnings are from Covered Employment, the portion of his Retirement Income that was accrued on or after April 1, 1989 shall be suspended if such earnings exceed 200% of the Annual Exempt Amount for persons under 65 receiving Social Security Benefits during that year.
 - (2) If all of the Participant's earnings are from non-Covered Employment, the portion of his Retirement Income that was accrued on or after April 1, 1989 shall be suspended if such earnings exceed 100% of the Annual Exempt Amount for persons under 65 receiving Social Security Benefits during that year.
 - (3) If a Participant has post-retirement earnings from both Covered Employment and non-Covered Employment, the portion of his Retirement Income that was accrued on or after April 1, 1989 shall be suspended if the total of (a) one-half (1/2) of his earnings from Covered Employment and (b) all of his earnings from non-Covered Employment exceeds 100% of the Annual Exempt Amount for persons under 65 receiving Social Security Benefits during that year.
 - (4) For purposes of this subsection, a Participant's earnings shall include all wages and other income from employment or self-employment of any kind within the United States, less any net losses from self-employment shown on the Participant's federal income tax return for the year. Income from savings, investments, insurance or pensions shall not be counted. A Participant's earnings shall also include one-half (1/2) of any wages or

other income earned by the Participant's spouse from self-employment if the Participant is actively engaged in the same business.

- (5) If a Participant's post-retirement earnings exceed the limits set forth in paragraphs (1), (2) or (3), above, the portion of his monthly retirement benefits that was accrued on or after April 1, 1989 shall be suspended for the remainder of that calendar year; provided, however, that if the Participant reaches age 65 before the end of such calendar year, his benefits shall be reinstated effective with the month in which he reaches age 65. If a Participant should receive benefit payments for any month or months in which his benefits were subject to suspension under the provisions of this subsection, such benefits shall be deemed overpaid and shall be deducted and recouped from any future benefits otherwise payable to such Participant, on a month-for-month basis.
- (6) If benefits are suspended pursuant to this subsection, the Retirement Income payable to the Participant when benefits recommence shall be recalculated, if necessary, (but in no event reduced) so as to remain at least the actuarial equivalent of his Normal Retirement Income, reduced by the sum of all retirement benefits paid prior to the suspension.

For purposes of this Section, the "Annual Exempt Amount" for any calendar year means the amount set by federal law or regulation which may be earned by persons under age 65 and receiving Social Security benefits before their Social Security benefits will be reduced. Each year, the Trust will notify retired Participants who may be affected by this section of the Annual Exempt Amount for that year.

- (b) Obligation to Furnish Information. Each retired Participant under the age of 65 must:
 - (1) Provide the Trust's administrative office, no later than April 30 of each year, with a copy of his federal income tax return for the previous year; and
 - (2) Respond fully and promptly to any request by the Trust's administrative office for any additional materials or information needed to ensure compliance with the provisions of this Section.

Benefits may be suspended immediately, and without prior notice, for failure to comply with these requirements.

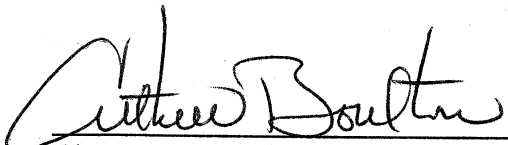
Any retired Participant under the age of 65 must also advise the Trust's administrative office, immediately and in writing, if his earnings exceed the applicable earnings limit in any calendar year.


Further, it shall be the responsibility of all retired Participants under the age of 65 to furnish certificates, or other information, as to their employment status, as may be requested from time to time by the administrative office. Failure to furnish certificates, or other information, may result in a suspension of monthly benefits pending compliance with the request.

- (c) Suspension of Benefits--Notifications. The administrative office shall provide an explanatory written notice to all Participants whose benefits are suspended, or subject to deduction, which notice shall be given no later than the end of the first calendar month in which the suspension, or deduction, is effective.
- (d) Accrual of Additional Credited Future Service. A retired Participant who returns to Covered Employment under the Plan shall be eligible to accrue additional Credited Future Service and Accrued Benefits on the basis of such employment.

This Section shall not apply to a Participant who is reemployed after recovery from total and permanent disability.

Adopted at a Trust meeting on March 5, 2007 and effective as of April 1, 2007.


Chairman


Secretary