

Amendment 2019-2

The Trustees of the Teamsters Joint Council No. 83 of Virginia Pension Plan (the "Plan"), as established September 1, 1957, and as restated effective January 1, 2015, hereby adopt this Amendment 2019-1. Accordingly, the following provisions are added, amended or deleted, as applicable and as noted herein, effective as of January 1, 2019.

Section 4.5 Special Early Pension

- (a) Retirements before January 1, 2011: If provided for in the applicable benefit schedule, a Participant who is eligible to retire on an Early Pension shall be eligible for a Special Early Pension in accordance with the provisions set forth in paragraphs (1) and (2) below, if such Special Early Pension will result in higher benefits than the Early Pension.
- (1) Benefit Accrual Service Only Requirement: A Participant shall be eligible to retire on a Special Early Pension without regard to his age at retirement in the monthly amount set forth in Appendix I (Appendix I-A if he terminated from Covered Employment before April 1, 1987) for the applicable benefit schedule if, at the time of his retirement, such Participant has accumulated at least 30 years of Benefit Accrual Service.
 - (2) Age and Benefit Accrual Service Requirement: A Participant shall be eligible to retire on a Special Early Pension in the monthly amount set forth in Appendix I for the applicable benefit schedule, if, at the time of his retirement, such Participant has accumulated at least 25 Years of Benefit Accrual Service and has met the age requirements set forth in the applicable schedule.
- (b) Retirement on and after January 1, 2011, but before January 1, 2019: In accordance with Code Section 432, during the Pension Plan's Rehabilitation Plan Adoption Period and Rehabilitation Plan Period, a Participant's eligibility for a Special Early Pension is revised as follows:
- (1) Preferred Contribution Rate: If the Participant's Employer has selected the Rehabilitation Plan Preferred Contribution Schedule, a Participant is eligible for a Special Early Pension (as described in Section 4.5(a)(1) or (2)) only if the Participant had earned 20.00 or more years of Benefit Accrual Service as of December 31, 2009.
 - (2) Default Contribution Rate: If the Participant's Employer has selected the Rehabilitation Plan's Default Contribution Schedule, a Participant is not eligible for a Special Early Pension Benefit.
- (c) Retirement on and after January 1, 2019: A Participant shall be eligible to retire on a Special Early Pension without regard to his age at retirement in the monthly amount set forth in Appendix I for the applicable benefit schedule if, between

January 1, 2011 and January 1, 2019 the Participant's Employer selected the Rehabilitation Plan Preferred Contribution Schedule, and at the time of his retirement, such Participant has accumulated at least 30 years of Benefit Accrual Service; *provided, however*, that the maximum Special Early Pension shall be no more than the amount set forth in Appendix I as of January 1, 2019 for the applicable benefit schedule. For all retirees on benefit schedules 9B and 9BP, the extra \$25 per quarter of service beyond 30 years does not apply. For all retirees on schedule YRC, the extra \$25 per year of service beyond 25 year does not apply.

IN WITNESS WHEREOF, WE HAVE HEREUNTO SET OUR HANDS THIS 14th DAY OF NOVEMBER 2019.

Employer Trustees

WR Darnell
J Bower

Union Trustees

John D. Farrell
J. P. [Signature]
J. [Signature]