

## RECORD OF ACTION

The undersigned, being all of the Trustees of the Pension Plan for the Local Union No. 131 International Brotherhood of Electrical Workers (the "Plan"), hereby consent to the adoption of the following recital and resolutions:

### RECITAL

The Trustees desire to amend the Plan to reduce the mandatory cash out to \$1,000.

### RESOLUTIONS

1. Effective as of March 28, 2005, section 6.1(b)(1) of the Plan is amended and restated to read as follows:

(1) Accounts of \$5,000 or Less and 12-Month Lapse in Contributions.

(A) \$1,000 or Less—Mandatory Distribution. If a Participant's Account equals \$1,000 or less prior to the commencement of distribution, then the Participant shall receive a distribution of his Account, regardless of his age, if he has terminated Employment and no Employer makes a contribution to the Plan on the Participant's behalf for a period of 12 consecutive months following the Participant's termination of Employment. Distribution shall be made as soon as administratively feasible immediately subsequent to the 12-month lapse in contributions.

(B) Between \$1,000 and \$5,000—Optional Distribution. If a Participant's Account exceeds \$1,000 but does not exceed \$5,000 prior to the commencement of distribution, then the Participant may elect to receive a distribution of his Account, regardless of his age, if he has terminated Employment and no Employer makes a contribution to the Plan on the Participant's behalf for a period of 12 consecutive months following the Participant's termination of Employment. Distribution shall be made as soon as administratively feasible subsequent to the Participant's election following the 12-month lapse in contributions.

2. Effective as of March 28, 2005, section 6.2(a) of the Plan is amended and restated to read as follows:

(a) Accounts of \$1,000 or Less. If the Account payable to a Participant or beneficiary does not exceed \$1,000 at any

time prior to the commencement of distributions, or at the time of any prior distribution, then payment shall be made in a single lump sum, unless the Participant (or the spouse of a deceased Participant) elects a direct rollover within 30 days of being notified of his or her right to a direct rollover.

3. Effective as of March 28, 2005, the introductory clause of section 6.2(b) of the Plan is amended and restated to read as follows:

(b) Accounts of More Than \$1,000.

Distribution of a Participant's Account that exceeds \$1,000 at any time prior to the commencement of distributions, or at the time of any prior distribution, shall be made as follows:

This Record of Action may be executed in any number of counterparts, each of which shall be deemed an original and all of which counterparts together shall constitute one and the same Record of Action. Facsimile signatures shall be deemed original signatures.

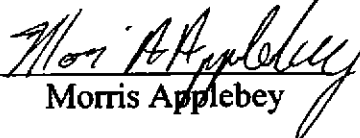
  
Mark Hunt      10/28/05  
Date

  
Patrick L. Klocke      10-28-05  
Date

~~David Cole~~      Date

  
Matthew Mizikar      10-28-05  
Date

  
Gary Yager      10/28/05  
Date

  
Morris Applebey      10-28-05  
Date