

AMENDMENT NO. 7
TO THE THIRD RESTATEMENT OF THE
RULES AND REGULATIONS OF THE PENSION PLAN FOR THE
ARIZONA SHEET METAL PENSION TRUST FUND

I. Effective January 1, 2008, the Plan is amended as follows:

1. Article I, Section 19 is restated as follows:

Section 19. "Spouse", when used in this Plan or in any Policy or Procedure developed for the Plan, shall refer only to a person of the opposite sex to whom the Participant is married, who is a husband or a wife.

2. Article I, Sections 30 and 31 are restated as follows:

Section 30. Applicable Interest Rate.

- (a) For Annuity Starting Dates on or after January 1, 2008, the Applicable Interest Rate means the adjusted first, second, and third segment rates applied under rules similar to the rules of Code §430(h)(2)(C) for the month of November (as published in December) immediately preceding the calendar year (which serves as the stability period). For this purpose, the segment rates shall be subject to the conditions set forth in Code §417(e)(3)(D).
- (b) For Annuity Starting Dates on or after January 1, 2008 and before January 1, 2009, any benefit that is calculated using the Applicable Interest Rate and the Applicable Mortality Table shall be the greater of the amount calculated using (i) the Applicable Interest Rate as defined in Section 30(a) of this Article and the Applicable Mortality Table as defined in Section 31 of this Article, (ii) the Applicable Interest Rate and the Applicable Mortality Table as defined prior to January 1, 2008, or (iii) the 7% interest rate and mortality basis specified for lump sums in Article VII, Section 7, if those factors would provide a greater benefit.

Section 31. Applicable Mortality Table.

- (a) For Annuity Starting Dates on or after January 1, 2008, the Applicable Mortality Table means a mortality table, based on the mortality table specified for the calendar year under subparagraph (A) of Code §430(h)(3) (without regard to subparagraph (C) or (D) of such section). Until revised by guidance published by the Secretary of Treasury, the Applicable Mortality Table is set forth in Rev. Rul. 2007-67.

- (b) For Annuity Starting Dates on or after January 1, 2008 and before January 1, 2009, any benefit that is calculated using the Applicable Interest Rate and the Applicable Mortality Table shall be the greater of the amount calculated using (i) the Applicable Interest Rate as defined in Section 30 and the Applicable Mortality Table as defined in Section 31(a), (ii) the Applicable Interest Rate and the Applicable Mortality Table as defined prior to January 1, 2008, or (iii) the 7% interest rate and mortality basis specified for lump sums in Article VII, Section 7 if those factors would provide a greater benefit.

II. Effective July 1, 2009 the Pension Plan is amended as follows:

Article IV, Section 8 is added as follows:

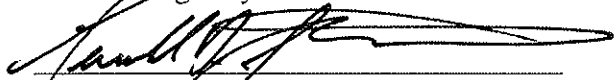
Section 8. Optional 75% Husband-and-Wife Pension. A married Participant who has duly rejected the Husband-and-Wife Pension, but who is entitled to a Pension, may elect to receive the Optional 75% Husband-and-Wife Pension.

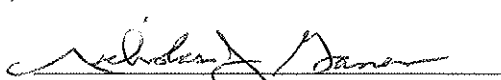
- (a) When an Optional 75% Husband-and-Wife Pension becomes effective, the amount of the Participant's Pension otherwise payable will be reduced in accordance with the following:
- (i) Non-Disability Pensions. The Pension amount otherwise payable shall be adjusted by multiplying it by the following percentage: 84.0 percent minus .5 percentage points for each year the spouse's age is less than the Participant's age or plus .5 percentage points for each year the spouse's age is greater than the Participant's age; provided, however, that in no event shall the resulting percentage be greater than 100.0 percent.
- (ii) Disability Pensions. The Pension amount otherwise payable shall be adjusted by multiplying it by the following percentage: 71.0 percent minus .5 percentage points for each year the spouse's age is less than the Participant's age or plus .5 percentage points for each year the spouse's age is greater than the Participant's age; provided, however, that in no event shall the resulting percentage be greater than 100.0 percent.

If the Participant is younger than age 55 on the Annuity Starting Date of his Disability Pension, an additional .5 percentage points for each year the Participant is younger than age 55 shall be added to the percentage determined above. In no event shall the resulting percentage be greater than 100.0 percent.

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The undersigned Chairman and Co-Chairman of the Board of Trustees of the Arizona Sheet Metal Pension Trust Fund do hereby certify that the foregoing Amendment to the Third Restatement of the Rules and Regulations of the Plan was duly adopted by the Board of Trustees at a meeting duly called and held on November 11, 2008.


Chairman


Co-Chairman