

**AMENDMENT NO. 25 TO THE PLAN DOCUMENT
OF THE
SAN DIEGO ELECTRICAL HEALTH AND WELFARE TRUST**

The Plan Document of the San Diego Electrical Health & Welfare Trust is hereby amended by replacing Article V, "Termination" under Section 3, "Eligibility For Non-Bargaining Employees Under Plan A" with the following:

ARTICLE V. TERMINATION

Eligibility for **Non-Bargaining Employees**, and their eligible **Dependents**, shall be terminated immediately, and without the need for notice, if his **Contributing Employer** fails to timely make payment of all hours and contributions due on behalf of its **Bargaining** and **Non-Bargaining Employees** or if his **Contributing Employer** is no longer signatory to a **Union Agreement**. All coverage shall be terminated as of the first day of the month following the month for which contributions were not paid in full or for which the **Contributing Employer** was not signatory.

With respect to any **Non-Bargaining Employee** hired by a **Contributing Employer** on or after June 1, 2015, should such an individual **Non-Bargaining Employee's** employment with a **Contributing Employer** terminate for any reason then coverage for the **Non-Bargaining Employee** and their eligible **Dependents**, if any, shall be terminated effective as of the date of termination of their employment. Further, upon the **Trust Office** being notified of such a termination by the **Contributing Employer** a refund of contributions applicable to any hours reported on the **Non-Bargaining Employee's** behalf that are applicable to coverage for any calendar month following that in which the **Non-Bargaining Employee's** coverage was terminated will be refunded to the **Contributing Employer** provided the **Trust Office** is notified no later than five (5) business days after the **Non-Bargaining Employee's** termination. However, should the **Non-Bargaining Employee's** termination be reported to the **Trust Office** later than five (5) business days after their termination there will be no refund of contributions to the **Contributing Employer**.

With respect to all Non-Bargaining Employees hired prior to August 1, 2015, any termination from coverage will be in accordance with the provisions of this ARTICLE in effect immediately preceding this Amendment.

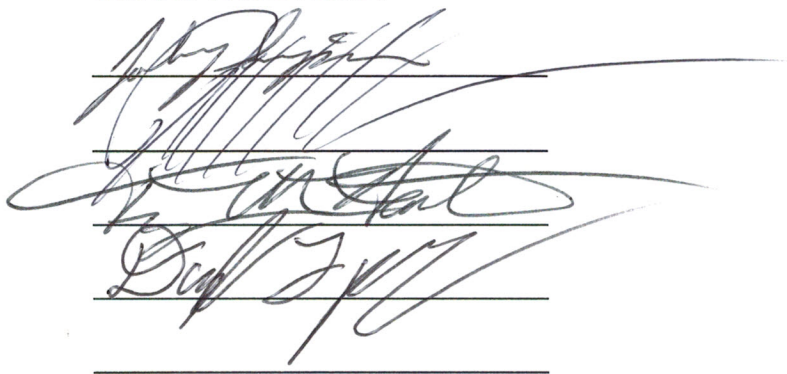
In the event coverage terminates for any **Non-Bargaining Employee**, and/or his **Covered Dependents**, the only means by which coverage may be maintained will be in accordance with the Rules of Eligibility for Continuation Coverage Following Termination Under COBRA..

The Plan Document of the San Diego Electrical Health & Welfare Trust is further amended by replacing the title "Eligibility For Non-Bargaining Employees Under Plan A" with "Eligibility For Non-Bargaining Employees Under Plan A and Plan B".

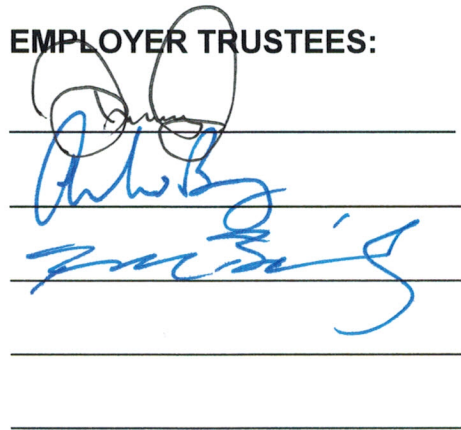
EXCEPT AS HEREIN AMENDED, THE PLAN DOCUMENT OF THE SAN DIEGO
ELECTRICAL HEALTH AND WELFARE TRUST SHALL REMAIN IN FULL FORCE AND
EFFECT.

IN WITNESS THEREOF, the Board of Trustees has caused this Amendment to the Plan Document to be signed this 23rd day of July, 2015 to be effective August 1, 2015.

UNION TRUSTEES:

Handwritten signatures of three Union Trustees in black ink, each written over a horizontal line. The signatures are stylized and cursive.

EMPLOYER TRUSTEES:

Handwritten signatures of two Employer Trustees in blue ink, each written over a horizontal line. The signatures are stylized and cursive.