

**AMENDMENT NO. 16 TO THE PLAN DOCUMENT  
OF THE  
SAN DIEGO ELECTRICAL HEALTH AND WELFARE TRUST**




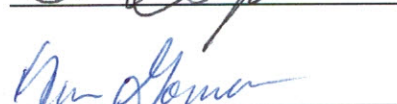
EXCEPT AS HEREIN AMENDED, THE PLAN DOCUMENT OF THE SAN DIEGO ELECTRICAL HEALTH AND WELFARE TRUST SHALL REMAIN IN FULL FORCE AND EFFECT.

The Plan document of the San Diego Electrical Health & Welfare Trust is hereby amended by adding the following to "ELIGIBLE EXPENSES":

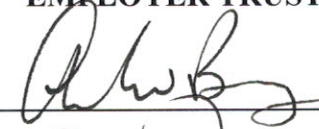

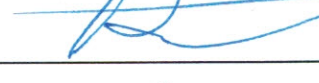


- (27) Charges related to a vasectomy will be payable at 100% of the maximum **Allowable Charge** with no application of a deductible amount.

IN WITNESS THEREOF, the Board of Trustees has caused this Amendment to the Plan Document to be signed this 30th day of January 2014 and will become effective January 1, 2013.

**UNION TRUSTEES:**

  
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**EMPLOYER TRUSTEES:**

  
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