

**AMENDMENT NO. 7 TO THE  
SOUTHERN ILLINOIS LABORERS' AND EMPLOYERS'  
ANNUITY PLAN DOCUMENT DATED AUGUST 1, 2014**

WHEREAS, pursuant to the provisions of Section 9.1 of the Southern Illinois Laborers' and Employers' Annuity Plan Document, the Board of Trustees possess the right to amend the Plan from time to time, and as needed to fulfill the purposes of the Plan and Restated Agreement and Declaration of Trust;

NOW THEREFORE, the Board of Trustees hereby elect to amend the Plan subject to the conditions specified above:

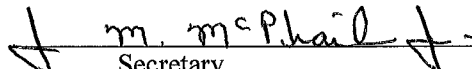
*Section 7.14 entitled "Restriction on Options and Commencement of Benefit", subparagraphs (b) and (e) are hereby amended as follows:*

- (b) The entire interest of a Participant must be distributed or begin to be distributed no later than the Participant's Required Beginning Date. Effective for Plan Years beginning after December 31, 1996, the Required Beginning Date for commencement of benefits to the Participant is April 1 of the calendar year following the calendar year the Participant attains age seventy and one half (70 ½). Effective for Plan Years beginning after December 31, 2019, the Required Beginning Date for commencement of benefits to the Participant is April 1 of the calendar year following the calendar year the Participant attains age seventy-two (72). Effective for Plan Years beginning after December 31, 2022, the Required Beginning Date for commencement of benefits to the Participant is April 1 of the calendar year following the calendar year the Participant attains age seventy-three (73) or, if later, the calendar year in which the Participant retires, provided that, for a Participant who is a five percent (5%) owner, this latter date shall not apply. If distribution of benefits is required to commence under this provision, unless otherwise elected by the Participant, only the minimum distribution required to satisfy Section 401(a)(9) of the Code and regulations thereunder shall be made.
- (e) If a Participant dies before commencement of benefits, distribution of the Participant's entire interest under this Plan shall be completed by the close of the fifth full calendar year following the date of death; provided that, if payments commence before the close of the first full calendar year following death and are to be made over the life of a designated Beneficiary or over a period not exceeding the life expectancy of

the Participant's Beneficiary, the five year rule shall be waived. Furthermore, if the Beneficiary is the Participant's Spouse, commencement may be delayed until the calendar year in which the Participant would have attained age seventy-two ~~(72)~~ three (73). In such event, if the Spouse dies prior to commencement, this Section 7.14(e) shall be applied (without application of this sentence) as if such Spouse were the Participant.

*IN WITNESS WHEREOF*, the Trustees have executed this amendment on the 18<sup>th</sup> day of October 2023, to be effective retroactively as of January 1, 2023.

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Chairman

  
Secretary