

Amendment No. 4
to the
Rules and Regulations
of the Pension Plan for
The Resilient Floor Covering Pension Fund
(As Amended and Restated Effective January 1, 2019)

Pursuant to the powers conferred upon them under Article 16 of the Pension Plan for the Resilient Floor Covering Pension Fund (the “Plan”), the Trustees do hereby amend the Plan as follows:

1. Section 10.12(j) is revised as follows effective January 1, 2017 and terminating December 31, 2022:

j. Work in Hawaii, Colorado, and Seattle, Washington Area in 2017-2022

Local Area Trustees have determined that there is currently a shortage of qualified labor in Hawaii, Colorado, and the Seattle, Washington area. Effective January 1, 2017, pension payments will not be suspended pursuant to the provisions of Sections 10.12(a) and (b) for any Pensioner who performs work in the Resilient Floor Covering Industry (as defined in Section 1.25 of the Plan) on or after January 1, 2017 and on or before December 31, 2022, provided that the Pensioner works for a Contributing Employer in Hawaii, Colorado, or the Seattle, Washington area and notifies the administrator in writing of his intent to return to work. Under this provision, a Pensioner who does not have an ownership interest in a Contributing Employer may work unlimited hours for Contributing Employers in Hawaii, Colorado, and Seattle, Washington area, beginning on or after January 1, 2017 and until December 31, 2022 without having his benefits suspended. This provision shall be effective from January 1, 2017 to December 31, 2022.

This Amendment No. 4 to the January 1, 2019 Restated Plan was adopted by the Board of Trustees of the Resilient Floor Covering Pension Fund on this 13th day of May, 2022. The Co-Chairmen were authorized to execute this amendment on behalf of the Board of Trustees.

Chairman

Co-Chairman