

OPEIU NATIONAL RETIREMENT SAVINGS PLAN

(a) The Employer will execute a Participation Agreement with Local _____ and the Trustees of the OPEIU National 401(k) Savings Plan (the “Plan”) in the form annexed to this Agreement as Exhibit “A” and incorporated by reference herein evidencing the Employer’s participation in the Plan effective prior to any employee deferral being received by the Plan.

(b) The Plan is being administered by Trustees (an equal number representing the Union and Employers respectively) under an Agreement and Declaration of Trust dated November 27, 2017, incorporated and made a part hereof, and shall continue to be so administered. The Employer hereby adopts said Agreement and agrees to be bound thereby as if the same were incorporated at length as part of this Agreement.

(c) The Employer also hereby agrees to be bound and to abide by the terms and conditions of the Plan, the Plan’s Summary Plan Description, the Plan’s related trust instrument, all decisions and policies and procedures promulgated by the Trustees of the Plan, including, but not limited to, contribution delinquency, audit and collections policies, as may be amended or modified, and any interpretations of any foregoing by the Trustees. The Plan’s trust instrument, Trustee Policies, plan document and Summary Plan Description will be all incorporated herein by reference.