

Amendments to Plan Document for Rockford Bolt and Steel Company

Whereas, Rockford Bolt and Steel Company established the Rockford Bolt and Steel Company Health Benefit Plan for all eligible employees of Rockford Bolt and Steel Company and:

Whereas, said Plan Document provides Rockford Bolt and Steel Company may amend the Plan without consent or notice to any covered individual; and

Whereas, the amendment of the Plan is now considered desirable and therefore it is resolved that the Plan is amended in the following:

Effective January 12, 2018

Article IV, page 44 is modified to remove the following statement:

NOTE: Office visits for marital counseling are not covered. treatment and counseling by social worker or marriage counselor or naturopath are not covered; only office visits rendered by a Licensed Psychologist or services rendered by a licensed psychiatrist (MD) are covered. Treatment in a Residential Treatment Facility is not a Covered Service.

Article IV, page 44 is modified to insert the following statement:

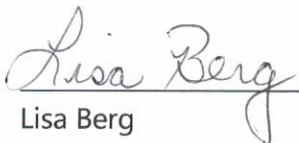
NOTE: Office visits for marital or couples counseling are not covered. Treatment in a Residential Treatment Facility is not a Covered Service.

Dated this 2nd day of January 2018

IN WITNESS HEREOF, the undersigned has caused this Amendment to be duly adopted and effective as of January 12, 2018.

ACCEPTED AND APPROVED BY:

WITNESSED BY:



Lisa Berg

Operations Manager
Plan Fiduciary



Signature

LINDA MCCOMAS

Printed Name

MANAGER, RAILROAD SALES

Title