

**AMENDMENT NO. 6**

**ACCE BENEFIT TRUST PROFIT SHARING PLAN**

Section 10.01 of the ACCE Benefit Trust Profit Sharing Plan (the "Plan") gives the ACCE Benefit Trust the right to amend the Plan at any time. According to that right, the Plan is amended as follows:

Effective January 1, 2024

By adding the following new sentence to the end of the first paragraph of the definition of Eligibility Service under the DEFINITIONS SECTION of Article I:

Effective January 1, 2024, the one year service period for crediting eligibility service in this Plan may no longer be elected in an Employer's Participation Agreement.

By striking the second paragraph of the definition of Eligibility Service under the DEFINITIONS SECTION of Article I (as amended by Amendment 1) and substituting the following:

For purposes of using the one month, two month, three month or six month service period for crediting eligibility service in this Plan, Eligibility Service means an Employee's Period of Service. Eligibility Service shall be measured from his Employment Commencement Date to his most recent Severance Date. This Period of Service shall be reduced by any Period of Severance that occurred prior to his most recent Severance Date, unless such Period of Severance is included under the service spanning rule below. Eligibility Service shall be expressed in months.

This Amendment No. 6 is made an integral part of the aforesaid Plan and is controlling over the terms of said Plan with respect to the particular items addressed expressly herein. All other provisions of the Plan remain unchanged and controlling.

Unless otherwise stated on any page of this Amendment No. 6, eligibility for benefits and the amount of any benefits payable to or on behalf of an individual who is an Inactive Participant on the effective date stated above, shall be determined according to the provisions of the aforesaid Plan as in effect on the day before he became an Inactive Participant.

Signed this 14 day of December, 2023

ACCE BENEFIT TRUST

By William G. Mills  
Signature

CHAIR  
Title