

**AMENDMENT NO. 2**  
**TO THE**  
**2001 RESTATED PLAN DOCUMENT**  
**OF THE**  
**AIRCONDITIONING AND REFRIGERATION INDUSTRY**  
**DEFINED CONTRIBUTION RETIREMENT PLAN**

Effective January 1, 2005, the Airconditioning and Refrigeration Industry Defined Contribution Retirement Plan is amended as follows:

Article VII is amended by adding new Section 7.11 to read as follows:

**ADMINISTRATIVE CHARGE FOR QDRO DETERMINATIONS.** The Plan shall charge an administrative fee of \$300 for determining whether a court order is a qualified domestic relations order ("QDRO") as defined in IRC Section 414(p). This fee is intended to reimburse the Plan for the reasonable expenses incurred in the processing of such QDRO. Such fee applies to court orders first submitted to the Plan on or after January 1, 2005, and shall be charged against the account of the Employee or alternate payee seeking such determination.

**CERTIFICATE OF ADOPTION OF AMENDMENT**

The undersigned Chairman and Secretary of the Board of Trustees of the Airconditioning and Refrigeration Industry Defined Contribution Retirement Plan do hereby certify that the foregoing Amendment No. 2 was duly adopted by the Board of Trustees at a meeting duly called and held on 11/17/07, 2004.

  
Chairman

  
Secretary