

**AMENDMENT NO. 3**  
**TO THE**  
**2001 RESTATED PLAN DOCUMENT**  
**OF THE**  
**AIRCONDITIONING AND REFRIGERATION INDUSTRY**  
**DEFINED CONTRIBUTION RETIREMENT PLAN**

Effective MARCH 1, 2006, the Airconditioning and Refrigeration Industry Defined Contribution Retirement Plan is amended as follows:

Article VII, Section 7.09 is amended to add a new subsection (j) to read as follows:

(j) Notwithstanding the forgoing, an Employee may not receive a distribution under this Section 7.09 if, at the time of application for the distribution, the Employee is working in prohibited employment. For purposes of this Section 7.09(j), an Employee will be considered to be working in "prohibited employment" if the Employee is employed by, or has an ownership interest in, any business (whether or not the business is incorporated) that does not contribute to this Plan, and:

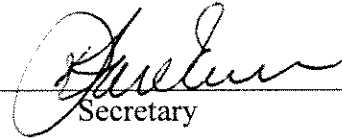
(1) The work performed by the Employee for such business is connected in any way with the pre-fabrication, erecting, installing, joining together, handling and setting up, dismantling, charging, testing, adjusting, altering, servicing after completion, and repairing and maintenance of all types of air conditioning or refrigeration or plumbing or pipefitting equipment by any and all methods of equipment used to do this work now and in the future for any and all purposes; or

(2) Such business performs air conditioning or refrigeration or plumbing or pipefitting work; employs air conditioning or refrigeration or plumbing or pipefitting workers; transports air conditioning and refrigeration or plumbing and pipefitting equipment; performs air conditioning and refrigeration or plumbing and pipefitting repair or maintenance; performs any duties as to design or consulting related to air conditioning and refrigeration or plumbing and pipefitting work; or performs any other work included in the recognized trade jurisdiction of the United Association of Journeymen and Apprentices of the Plumbing and Pipefitting Industry of the United States and Canada (AFL-CIO) by agreement or decision.

**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. 3 was duly adopted by the Board of Trustees at a meeting duly called and held on MAY 16, 2006.

  
Chairman

  
Secretary