

## 10<sup>th</sup> Amendment to the 1996 Revision and Restatement of the D&S Plan

From Section 25, page 31.

“For the avoidance of doubt, if an Employee is receiving both a disability benefit from this Plan and a retirement benefit from the Retirement Plan at the time of his death (including a retirement benefit from the PBGC attributable to the terminated Retirement Plan), the Monthly Income Survivor Benefit will equal 50% of the rate of the monthly disability benefit then being paid to the Employee immediately prior to his death, but disregarding for the purpose of this calculation the retirement benefit offset amount (in other words, 50% of the disability benefit being paid at the time of death before it is reduced by the retirement benefit offset).”