

LIFE INSURANCE COMPANY OF NORTH AMERICA
(herein called the Company)

Amendment to be attached to and made a part of the Group Policy
A Contract between the Company and

Policyholder: Trustee of the Group Insurance Trust for Employers in the Construction Industry
Participating Subscriber: Peter Kiewit Sons', Inc.
(herein called the Subscriber)

Policy No.: FLX - 961441

PLEASE READ

IMPORTANT: The attached amendment to your policy has been made at your request, and will be effective on the date shown within the amendment. Please review this amendment immediately and confirm that it accurately reflects your request and is consistent with your intentions. If amended certificates have been provided, please review these as well. If there are any errors or discrepancies, please notify your account manager or account service representative immediately. If you have not notified your account manager or account service representative of any errors or concerns, continued payment of premium more than 31 days after delivery of this amendment will be deemed acceptance of this amendment.

LIFE INSURANCE COMPANY OF NORTH AMERICA
(herein called the Company)

Amendment to be attached to and made a part of the Group Policy
A Contract between the Company and

Policyholder: Trustee of the Group Insurance Trust for Employers in the Construction Industry
Participating Subscriber: Peter Kiewit Sons', Inc.
(herein called the Subscriber)

Policy No.: FLX - 961441

This Amendment will be in effect on the Effective Date(s) shown below only for insured Employees in Active Service on that date. If an Employee is not in Active Service on the date his insurance would otherwise become effective, it will be effective on the date he returns to Active Service.

The Company and the Subscriber hereby agree that the Policy is amended as follows:

1. Effective February 15, 2021, the Basic and Voluntary Age Based Reductions under the Employee Benefits section in the *Schedule of Benefits for Classes 1, 2 and 3* is deleted in its entirety and is replaced by the following:

Age Based Reductions	Life Insurance Benefits for an Employee age 65 or older are payable as follows:
Age 65-69	65% of Life Insurance Benefits rounded to the next higher \$1000
Age 70-74	45% of Life Insurance Benefits rounded to the next higher \$1000
Age 75-79	30% of Life Insurance Benefits rounded to the next higher \$1000
Age 80 & Over	20% of Life Insurance Benefits rounded to the next higher \$1000

The reduced benefit becomes effective on the January first following the date the Covered Person attains the ages indicated in this schedule.

2. Effective February 15, 2021, the Basic and Voluntary Age Based Reductions under the Employee Benefits section in the *Schedule of Benefits for Class 4* is deleted in its entirety and is replaced by the following:

Age Based Reductions	Life Insurance Benefit for an Employee age 65 and over will reduce to the percentage shown below:
Age 65 and Over	65% of the Life Insurance Benefits

The reduced benefit becomes effective on the January first following the date the Covered Person attains the ages indicated in this schedule.

3. Effective February 15, 2021, the Age Based Reductions under the Spouse Benefits or Domestic Partner Benefits in the *Schedule of Benefits for Classes 1, 2 and 3* is deleted in its entirety and is replaced by the following:

Age Based Reductions	Life Insurance Benefits for a Spouse or Domestic Partner age 65 or older are payable as follows:
Age 65-69	65% of Life Insurance Benefits rounded to the next higher \$1,000
Age 70-74	45% of Life Insurance Benefits rounded to the next higher \$1,000
Age 75-79	30% of Life Insurance Benefits rounded to the next higher \$1,000
Age 80 & Over	20% of Life Insurance Benefits rounded to the next higher \$1,000

Except for the above, this Amendment does not change the Policy in any way.

FOR THE COMPANY

A handwritten signature in dark ink, appearing to read "William J. Smith". The signature is written in a cursive style with a large, stylized "W" and "S".

William J. Smith, President

Date: February 19, 2021 (Revised Date: May 28, 2021)

Amendment No. 24

TL-004780