

**FOURTH AMENDMENT TO THE  
GRAPHIC COMMUNICATIONS NATIONAL HEALTH AND WELFARE PLAN**

**Restated Effective January 1, 2007**

**WHEREAS**, the Trustees adopted the Graphic Communications National Health and Welfare Plan to be effective March 1, 1997;

**WHEREAS**, the Trustees restated that Plan effective January 1, 2007;

**WHEREAS**, under Section 16.01 of the Plan, the Trustees reserve the right to amend the Plan at any time, subject to certain conditions not here relevant;

**WHEREAS**, in conformance with the Mental Health Parity and Addiction Equity Act of 2008 ("MHPAEA"), the Trustees deem it advisable to amend the Plan as described below;

**NOW THEREFORE, BE IT RESOLVED**, that the Plan be and hereby is amended as follows effective June 1, 2010.

**1. Section 6.02, subparagraph (I) of the Plan is amended to delete the references to limitations on the number of days of coverage for inpatient and outpatient Mental and Nervous Disorders Benefits and Alcohol and Drug Abuse Benefits**

**(I) Mental and Nervous Disorders, and Alcoholism or Drug Abuse**

**(1) Benefit Payable**

Subject to Article XII and the limitations herein, Covered Expenses shall include treatment for Mental and Nervous Disorders, and Alcoholism or Drug Abuse as shown in the applicable Schedule of Benefits.

**(2) Covered Mental and Nervous Disorder, and Alcoholism or Drug Abuse In-patient Expenses**

**(A)** Covered Expenses for Mental and Nervous Disorders include medical care furnished to an Eligible Person who is confined to a Hospital or Treatment Facility for treatment of Mental and Nervous Disorders, or complications thereof.

**(B)** Covered Expenses for Alcoholism or Drug Abuse include medical care furnished to an Eligible Person who is confined to a Hospital or Treatment Facility for Effective Treatment of Alcoholism or Drug Abuse, or complications thereof.

**(C)** Covered Expenses are charges related to Hospital or treatment facility confinement that are charged by the facility or are generally charged by such facility. Covered Expenses include, but are not limited to:

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- (i) Room and board;
  - (ii) Other necessary supplies and services;
  - (iii) Psychological testing;
  - (iv) Prescription drugs;
  - (v) Laboratory tests;
  - (vi) Drug screening; and
  - (vii) Individual or group therapy.
- (D) Covered Expenses are charges related to Effective Treatment of Alcoholism or Drug Abuse that are charged by a Hospital, treatment facility or Health Care Provider.
- (E) If an Eligible Person is confined as an inpatient in a Hospital for the treatment of a medical complication of Alcoholism or Drug Abuse (such as cirrhosis of the liver; delirium tremens, detoxification or hepatitis), the Plan shall cover such confinement to the same extent as for any other Illness.
- (F) Treatment Facilities  
To qualify as a treatment facility, an institution or a unit of a Hospital shall meet all applicable licensing standards of the jurisdiction in which it is located and shall:
- (i) Primarily engage in providing, for compensation from its patients and on a full-time basis, a program for diagnosis, evaluation, and effective treatment of Alcoholism or Drug Abuse, whichever condition is being treated;
  - (ii) Provide all medical detoxification services necessary as an adjunct to its effective treatment programs continuously on a 24-hour basis;
  - (iii) Provide all normal infirmary-level medical services required for the treatment of any Illness or Injury manifested during the treatment period, whether or not related to the Alcoholism or Drug Abuse, continuously on a 24-hour basis; and provide, or have an agreement with a Hospital in the area to provide, other medical services that may be required during the treatment period;
  - (iv) Function under the supervision of a staff of Health Care Providers on a continuous 24-hour basis and provide skilled nursing services by licensed nursing personnel under the direction of a full-time Nurse; and
  - (v) Prepare and maintain a written individual plan of treatment for each patient based on a diagnostic assessment of the patient's medical, psychological and social needs with documentation that the plan is under the supervision of a Health Care Provider.

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- (3) Covered Mental and Nervous Disorder, and Alcoholism or Drug Abuse Outpatient Expenses
  - (A) Covered Expenses for Mental and Nervous Disorders include treatment of Mental and Nervous Disorders provided on an outpatient basis by a Mental Health Practitioner. Covered expenses include:
    - (i) Psychological testing;
    - (ii) Prescription drugs;
    - (iii) Laboratory tests;
    - (iv) Drug screening; and
    - (v) Individual or group therapy.
  - (B) Covered Expenses for Alcoholism or Drug Abuse include Effective Treatment of Alcoholism or Drug Abuse provided on an outpatient basis by Mental Health Practitioner. Covered expenses include:
    - (i) Psychological testing;
    - (ii) Prescription drugs;
    - (iii) Laboratory tests;
    - (iv) Drug screening; and
    - (v) Individual or group therapy.


**2. Section 6.02, subparagraph (q) of the Plan is amended to read as follows:**

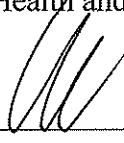
(q) Notwithstanding any other provision of this Plan to the contrary, this Plan will be operated in accordance with the requirements of Sections 711 and 712 of the Employee Retirement Income Security Act of 1974 (ERISA), as amended and any successor provisions thereto, as further interpreted in applicable regulations issued thereunder. Thus, except as otherwise permitted by Section 711 (a)(2) of ERISA, this Plan shall not restrict benefits for any hospital length of stay in connection with childbirth for the mother or newborn child, following a normal vaginal delivery to less than 48 hours, or following a cesarean section to less than 96 hours. In addition, with respect to Mental and Nervous Disorder Benefits and Alcoholism or Drug Abuse Benefits, no more restrictive financial requirements shall apply than the predominant financial requirements applied to substantially all Medical and Surgical Benefits under the Plan, and there are no separate cost sharing requirements that are applicable only with respect to Mental and Nervous Disorders Benefits or Alcoholism or Drug Abuse Benefits. Further, the treatment limitations applicable to Nervous Disorders or Alcoholism or Drug Abuse Benefits are no more restrictive than the predominant treatment limitations applied to substantially all Medical and Surgical Benefits provided by the Plan and there are no separate treatment limitations that are applicable only with respect to Mental and Nervous Disorders Benefits or Alcoholism or Drug Abuse Benefits.

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IN WITNESS WHEREOF, the undersigned has set forth their signature below this 13  
day of November, 2009.

Attest: For the Graphic Communications National Health and Welfare Fund:

  
\_\_\_\_\_  
Andrew Douglas, Co-Chairman

  
\_\_\_\_\_  
Robert Lindgren, Co-Chairman