


AMENDMENT TO FOP LEGAL DEFENSE PLAN DESCRIPTION
Effective March 4, 2015
(Benefit Limit for Temporary/Probationary Employees)

The FOP-Legal Plan, Inc. Legal Defense Plan Description (Full Coverage Options), as amended through October 1, 2014, is hereby further amended effective March 5, 2015, as follows:

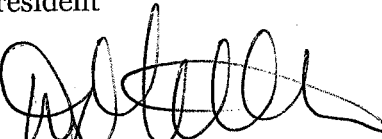
1. Section 17(E) is amended to read:

Benefit Limit for Termination of Temporary and Probationary Employees. Notwithstanding any other provision of this Plan Description, temporary or probationary employees serving at will who are terminated without any right of appeal during or at the end of the temporary employment or probationary period, for any reason or no stated reason, shall be entitled only to Legal Defense Costs for one informal *Loudermill* or similar non-adversarial meeting or hearing.

APPROVED by the Board of Trustees on March 4, 2015, to be effective upon adoption.



Stephen E. James
President



David Mutchler
Secretary