

ANNUAL NOTICE FOR THE I.A.M. NATIONAL 401(K) PLAN (“Plan”)

Date: November 30, 2024

From: Plan Administrator of the I.A.M. National 401(k) Plan (the “Plan”)

This is an annual notice which only applies to the 2025 Plan Year.

Please read this notice carefully, as it contains important information about certain features of the Plan. To obtain more general information about the Plan, you should review the Plan’s Summary Plan Description (“SPD”), a copy of which was provided to you. If you need an additional copy, see “FOR ADDITIONAL INFORMATION” below for information on how you can obtain one.

NOTE: *Many of your Plan elections are made by contacting John Hancock Retirement Plan Services LLC (“John Hancock”). If you wish to contact John Hancock, you may do so:*

- *24 hours a day via either the internet at myplan.johnhancock.com or an automated telephone system at 833.38.UNION (833-388-6466).*
- *8AM to 10PM Eastern Time by calling 833.38.UNION (833-388-6466) to speak with a Participant Service Representative.*

AUTOMATIC ENROLLMENT

If your employer has agreed to provide for automatic enrollment in the Plan under a Collective Bargaining Agreement with an IAM lodge or a participation agreement, once you become eligible to participate in the Plan, you will automatically be enrolled in the Plan with a pre-tax contribution rate of 3% unless you elect otherwise. However, the automatic enrollment feature won’t change your contribution rate if you made a voluntary election to contribute more or less of your pay (including an election to defer 0%).

Contributions will be taken out of your pay if you do nothing, but you are in charge of the amount that you contribute. If you wish to contribute more or less than 3% of your gross pay, or if you do not wish to contribute at all, you must contact John Hancock to make your alternative election. If you want to contribute more to your account, there are limits on the maximum amount. These limits are described in the SPD.

Your contributions to the Plan are taken out of your pay and are not subject to federal income tax at that time. Your account will be subject to federal income tax only when withdrawn.

To confirm whether or not contributions are being taken from your pay, you can check your pay stub for payroll deductions or contact John Hancock.

NOTE: Only participants whose employer has agreed to provide for automatic enrollment in the Plan under a Collective Bargaining Agreement with an IAM lodge or a participation agreement will be automatically enrolled. ***All other participants who are eligible to defer will need to affirmatively elect to participate in the plan by contacting John Hancock.***

FOR ADDITIONAL INFORMATION

You should consult the Plan document and SPD for a complete explanation of the Plan’s features and for information regarding your rights under the Plan. You may also view and/or obtain a copy of the SPD by contacting John Hancock. You can also obtain additional information about the Plan by contacting John Hancock or by contacting the Plan Sponsor.

The Plan Sponsor also serves as the Plan Administrator and may be contacted at:

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**Board of Trustees of the I.A.M. National 401(k) Fund
99 M Street, SE, Suite 600
Washington, DC, 20003-3799
Phone: (202) 785-2658
EIN: 51-6031295**

This Notice is not intended to, nor should you construe it as, modifying any aspect of the current Plan document or SPD.

John Hancock Retirement Plan Services LLC provides administrative and/or recordkeeping services to sponsors or administrators of retirement plans as well as a platform of investment alternatives that is made available without regard to the individualized needs of any plan through an open-architecture platform. John Hancock Trust Company LLC, a New Hampshire non-depository trust company, provides trust and custodial services to such plans, offers an Individual Retirement Accounts product, and maintains specific Collective Investment Trusts. Unless otherwise specifically stated in writing, John Hancock Retirement Plan Services LLC does not, and is not undertaking to, provide impartial investment advice or give advice in a fiduciary capacity.

NOT FDIC INSURED. MAY LOSE VALUE. NOT BANK GUARANTEED.

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