

**ANNUAL NOTICE FOR
I.A.M. National 401(k) Plan ("Plan")**

Date: November 30, 2024

From: Plan Administrator of the I.A.M. National 401(k) Fund (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.*

QUALIFIED DEFAULT INVESTMENT ALTERNATIVE

You have the right to direct the investment of your account among any of the investment options available under the Plan. Information concerning the available options has been provided to you. If you become a participant in the Plan and do not have an investment election on file, any contribution made on your behalf will be invested in the Plan's default investment, based on the following schedule, unless you make an alternative investment election by contacting John Hancock:

<u>Year of Birth</u>	<u>Default Investment</u>
From 0 To 1953	IAM State Street Ret Income
From 1954 To 1958	IAM State Street Ret 2020
From 1959 To 1963	IAM State Street Ret 2025
From 1964 To 1968	IAM State Street Ret 2030
From 1969 To 1973	IAM State Street Ret 2035
From 1974 To 1978	IAM State Street Ret 2040
From 1979 To 1983	IAM State Street Ret 2045
From 1984 To 1988	IAM State Street Ret 2050
From 1989 To 1993	IAM State Street Ret 2055
From 1994 To 1998	IAM State Street Ret 2060
From 1999 To 9999	IAM State Street Ret 2065

If John Hancock did not have your date of birth on file when your account was established, contributions were invested in the I.A.M. State Street Target Retirement Income Fund. This will not automatically be changed upon receipt of your date of birth. You must affirmatively make an investment election.

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This investment is intended to satisfy the requirements of a "qualified default investment alternative" ("QDIA") under the Employee Retirement Income Security Act of 1974 ("ERISA"). A copy of the Fund Fact Sheet for the Plan's default investment is provided with this Notice.

If some or all your account is invested in the QDIA, you have the continuing right to direct the investments of your account in one or more of the investment options available to you under the Plan. If you decide to direct your investments, your transfer from the QDIA is not subject to any restrictions, transfer fees or redemption fees during the first 90 days after the date of your first investment in the QDIA; however, other types of investment related fees may apply.

The enclosed Fund Fact Sheet for the Plan's QDIA contains a description of the fund's investment objectives, specific risk and return characteristics, and fees and expenses. You should also review the other available investment options within the Plan. To learn more about your investment options, go to myplan.johnhancock.com or call John Hancock at 833.38.UNION (833-388-6466). Consider the investment objectives, risks, charges, and expenses of the fund carefully before investing to ensure these characteristics are consistent with your risk tolerance.

About Risk

All investing involves risk including possible loss of principal. There is no guarantee that the investment objectives of any investment option will be met.

The target date is the expected year in which participants in a Target Date Portfolio plan to retire and no longer make contributions. The investment strategy of these Portfolios is designed to become more conservative over time as the target date approaches, (or if applicable passes), the target retirement date. The principal value of your investment as well as your potential rate of return, are not guaranteed at any time, including at or after the target retirement date. Investors should examine the asset allocation of the fund to ensure it is consistent with their own risk tolerance.

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:

**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.

A fund's investment objectives, risks, charges, and expenses should be considered carefully before investing. The prospectus (or offering memorandums/trust documents) contains this and other important information about the fund. To obtain a prospectus (or offering memorandums/trust documents), contact John Hancock Retirement Plan Services LLC at 833.38.UNION (833-388-6466) or visit myplan.johnhancock.com. Please read the prospectus

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(or offering memorandums/trust documents) carefully before investing or sending money. The fund’s prospectus (or offering memorandums/trust documents) provides information regarding details for the applicable fee waivers. Prospectuses (or offering memorandums/trust documents) may only be available in English.

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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