

**SECOND AMENDMENT TO THE
IAM NATIONAL 401(K) PLAN
Amended and Restated Effective January 1, 2022**

WHEREAS, Section 6.07 of the IAM National 401(k) Plan gives the Board of Trustees of the Plan (the "Trustees") the power to amend the Plan at any time;

WHEREAS, the Treasury Department and the Internal Revenue Service issued final regulations on July 19, 2024, which changed the rules for required minimum distributions under I.R.C. § 401(a)(9).

NOW THEREFORE, effective January 1, 2023, the Trustees have agreed to amend the Plan as follows:

1. Article V, Section 5.03(c)(2) is amended to read as follows:

A surviving Spouse may not postpone the commencement of benefit payments beyond the April 1st following the calendar year in which the Participant would have reached their Applicable Age.

2. Article VI, Section 6.01(e) is amended to read as follows:

Benefit payments will begin no later than the 60th day after the close of the Plan Year in which the latest of the following events occur: the attainment by the Participant of age 65, the 10th anniversary of the date on which the Participant commenced participation in the Plan, or the termination of the Participant's service with the Employer. The Participant may elect to postpone the payment of their benefit to a later date, but no such election shall postpone the commencement date of benefits beyond the April 1st following the calendar year in which the Participant reaches their Applicable Age or the calendar year in which the Participant Retires. Payments to a Spouse must begin by the date on which the Participant would have reached their Applicable Age.

3. Article VI, Section 6.01(j)(2) shall be amended to add the following as subsection (E):

Applicable Age is defined as follows:

- (a) In the case of an individual born before July 1, 1949, the Applicable Age is age 70 ½.
- (b) In the case of an individual born on or after July 1, 1949, but before January 1, 1951, the Applicable Age is age 72.
- (c) In the case of an individual born on or after January 1, 1951, but before January 1, 1960, the Applicable Age is age 73.

- (d) In the case of an individual born on or after January 1, 1960, the Applicable Age is age 75.

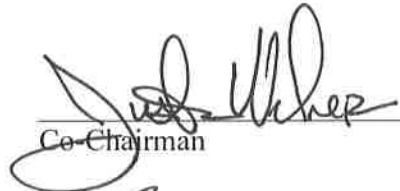
4. Article VI, Section 6.01(j)(3)(B)(i) is amended to read as follows:

If the Participant's surviving Spouse is the Participant's sole Designated Beneficiary, then, except as provided in this Section 6.01(j), distributions to the surviving Spouse will begin by December 31st of the calendar year immediately following the calendar year in which the Participant died, or by December 31st of the calendar year in which the Participant would have attained their Applicable Age, if later.

If the surviving Spouse is the sole Designated Beneficiary and does not affirmatively delay distributions by submitting timely notice to the plan administrator, and if the Participant dies before their RBD (as defined in Section 6.01(j)(2)(D)), then the surviving Spouse is treated as automatically delaying distribution up until December 31st of the calendar year in which the Participant would have attained their Applicable Age, and shall be treated as having made the election under Code § 401(a)(9)(B)(iv) and Treasury Regulation § 1.401(a)(9)-5(g)(3).

IN WITNESS WHEREOF, the undersigned have set their hands as of the dates written below.

Date: 1/30/2025



Co-Chairman

Date: 1/30/2025



Co-Chairman