

**FIRST 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 SECURE 2.0 Act implemented new rules concerning the recovery of inadvertent overpayments that apply to tax-qualified retirement plans such as the Plan.

NOW THEREFORE, effective July 25, 2024, Article VI, Section 6.18 is amended in its entirety to read as follows:

If, after a benefit payment has been made or benefits provided, it is discovered that the person or entity receiving the payment or benefit was not entitled to it under the terms of the Plan, the Trustees may, in their sole discretion, seek recovery of all or part of any payments or benefits that were incorrectly made from that person or entity, including but not limited to, by offset against future benefits. In determining the amount of recoupment to seek, the Trustees may consider the hardship that recoupment would likely impose on the person or entity. This provision will not limit the right of the Trustees to recover an overpayment by any legal or equitable remedy.

The Trustees' recovery of overpayments shall be in the manner prescribed by the Fund's Policy for the Collection of Overpayments.

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

Date: July 25, 2024



Co-Chairman

Date: July 25, 2024



Co-Chairman