



Dear Participating Employer:

The IAM National 401(K) Plan introduces an alternative method for participant loan repayment. Rather than deductions from a participant's paycheck, the Fund now welcomes Automated Clearing House ("ACH") payments facilitated by John Hancock.

ACH payments are designed with participant's convenience in mind by allowing users to set up automatic payments from their bank account, rather than having employers deduct the loan payment from their paycheck. The IAM National 401(K) Fund encourages employers to offer this option to qualifying employees and recommends transitioning to participant-based ACH loan payments.

ACH payments can be set up with ease through participant's John Hancock account. For questions regarding a Plan loan or for assistance with setting up ACH loan repayments, participants should contact a John Hancock representative at 833-38-UNION (833-388-6466). Dedicated representatives are available from 8:00 A.M. to 10:00 P.M., Eastern time, Monday through Friday.

For questions about the changes to the Plan's loan program, please contact the IAM National Benefit Funds Office at 401k@iamnpf.org. Thank you.

Respectfully,
IAM National Benefit Funds Office