



Dear Participant:

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

ACH payments are designed with your convenience in mind by allowing users to set up automatic payments from your bank account. Transparency is one of the pillars of the IAM National 401(K) Plan and the new ACH payment option provides transparency by enabling you to directly oversee and manage the payments for your account.

The ACH program is highly encouraged and can be set up with ease through your 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