



The Best Benefits for IAM
Members and Their Families



IAM NATIONAL
PENSION FUND

INTRODUCTION

One of the benefits of being an IAM member is that you have the opportunity to participate in the IAM National Pension Fund, the IAM National 401(k) Fund, and the National IAM Benefit Trust Fund.

This booklet contains information and highlights of the benefits that can be negotiated into your Collective Bargaining Agreement. We welcome your questions and comments, and would be happy to work with your IAM Representative and your employer to provide these benefits to you.

If you already are a participant, you know how valuable these benefits are to you and your family.

The IAM National Pension Fund offers reliable monthly pension benefits for life.



WHAT IS THE IAM NATIONAL PENSION FUND?

The IAM National Pension Fund (the Plan) is a multiemployer, Defined Benefit Pension Plan governed by a joint Board of Trustees consisting of an equal number of members representing Labor and Management. A Defined Benefit Plan provides monthly benefits for life, no matter how long you live in retirement.

WHY THE IAM NATIONAL PENSION FUND?

More than half of all working Americans have no employer-provided retirement plan. When they do retire - if they can retire - they must rely on their Social Security benefits and personal savings, if any, for retirement income. Most individuals only have a 401(k) savings plan. What's more, very few have saved - or will be able to save - enough money to live comfortably in retirement.

Social Security is a good safety net but only replaces approximately 30% of your preretirement income. 401(k) plans can supplement, but should never take place of, the benefits of a reliable Defined Benefit Plan.

THE IAM NATIONAL PENSION FUND IS A PLAN YOU CAN RELY ON

The Plan is the Number 1 choice for IAM-represented and other union employees and has been since its formation in 1960 - over 55 years ago. It offers reliable, lifetime monthly pension benefits and is the best way to prepare for your future financial needs.

Join the 100,000+ participants nationwide who are fortunate enough to participate in the Plan.



PENSION POWER

- The Plan is the 5th largest multiemployer plan in the country
- Over \$11 Billion in assets
- More than 100,000 Active Participants
- More than 90,000 Benefit Recipients
- More than 1,750 participating employer locations nationwide in diverse industries
- The Plan has been certified in the “Green Zone” and is more than 100% funded as defined by the Pension Protection Act of 2006



KEY PLAN FEATURES

Under the National Pension Fund:

- You participate by collectively bargaining the Plan into your contract
- Your Employer makes the contributions
- You earn a non-forfeitable right to a benefit at retirement when you are vested
- Benefits are in the form of monthly payments for your lifetime and possibly for your spouse’s lifetime
- You need 5 years of “Vesting Service” to become “Vested” (non-forfeitable right to a benefit)
- Years of Service under a qualified prior plan count as Vesting Service under the Plan
- Normal Retirement age is 65. However, you can retire with reduced benefits as early as age 55 if you have 5 years of Credited or Vesting Service
- The Plan provides unreduced Early Retirement benefits such as the 30 and Out Pension, payable at any age, with 30 years of Service and the 62 and 20 Pension, payable at age 62 with 20 years of service
- The Plan provides preretirement Death Benefits if you are eligible for a benefit and die before you retire
- The Plan provides unreduced Disability Benefits, payable at any age if you are vested
- The Plan is insured by the Pension Benefit Guaranty Corporation

DETERMINING YOUR MONTHLY PENSION

Four factors determine your monthly benefit:

- Your years of Credited Service, including “Future Service Credit” or time for which contributions are made on your behalf
- Your Employer’s Contribution Rate(s)
- Your age at Retirement
- The Form of Payment you select

Your monthly pension benefit at normal retirement age is calculated by multiplying each year of Future Service Credit by the benefit value of each negotiated contribution rate, then adding the resulting monthly pension benefit values together. Here is a sample pension calculated based on 18 years of contributions to the Plan at various contributions rates:

Contribution Rate	Monthly Benefit Value	Years at that Rate	Accumulated Benefit
\$1.00/hr	\$46.58	3	\$140.94
\$1.25/hr	\$56.06	3	\$168.18
\$1.50/hr	\$66.08	3	\$198.24
\$1.75/hr	\$76.10	3	\$228.30
\$2.00/hr	\$84.46	3	\$256.38
\$2.25/hr	\$94.82	3	\$284.46
TOTAL		18 years	\$1,276.50/mo

FIGURING YOUR REDUCTION ON EARLY RETIREMENT

Normal Retirement is at age 65. However if you have 5 years of Credited or Vesting Service you can retire as early as age 55

with reduced benefits. Benefits are reduced 4.8% per year for every full year you are younger than age 65.

If your early retirement pension is based on 20 or more years of service - but not 30 or more - and you are under age 62, your pension is reduced by 4.8% for every full year you are younger than age 62 on your pension effective date.

Let’s say your monthly normal pension is \$1,000. Here is how the early retirement reduction works if you retire at age 59 with 20 years of credited Service.

Years Retired before age 62:

$$62 - 59 = 3 \text{ years}$$

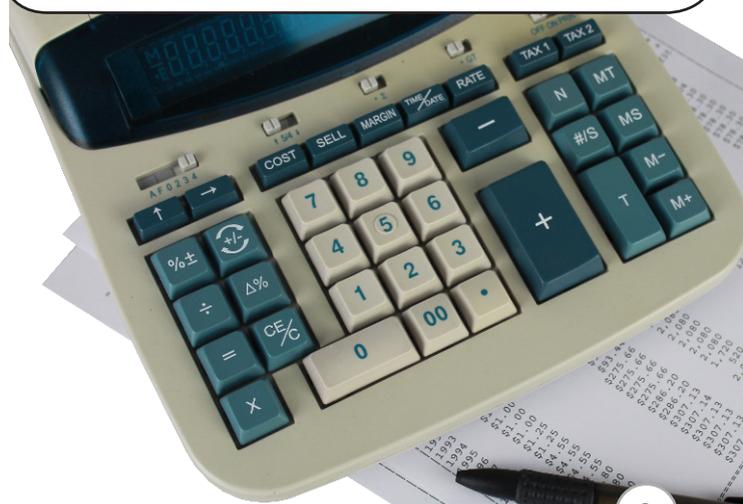
Percentage of reduction:

$$3 \text{ years} \times 4.8\% = 14.4\% (\$144)$$

Monthly early retirement pension:

$$\$1,000 - \$144 = \$856$$

If you have 30 or more years of Credited or Vesting Service you can retire at any age without reduction (30 and Out).



Receiving Your Benefit - Forms of Payment

An Important Choice: The way you receive your pension from the Plan - by electing a form of payment - is one of the most important decisions you will make when planning your retirement. You should weigh several factors - your intended lifestyle in retirement, marital status, income sources, as well as other personal and financial considerations. When you're getting ready to retire, take time to learn which form of payment works best for you. Once you take that step, you can gain greater control of your retirement finances.



MARRIED PARTICIPANTS

Standard Form of Payment

If you're married the standard form of payment is the 50% Spouse Pension which provides a reduced monthly benefit for your lifetime. When you die, your spouse will receive 50% of that reduced benefit for the rest of their lifetime. If your spouse dies before you, your benefit is increased to the amount you would have received if you were not married (this is called the "pop-up" provision).

Optional Forms of Payment

- Lifetime benefit with 60 Certain Payments
- 75% Spouse Pension (with the "pop-up")
- 100% Spouse Pension (with the "pop-up")
- Lifetime Benefit with 120 Certain Payments
- Social Security Option
- Partial Lump Sum with 60 or 120 Certain Payments

UNMARRIED PARTICIPANTS

Standard Form of Payment

The standard form of payments if you are not married is the 60 Certain Payments form which provides monthly benefits **for your lifetime**. If you die before receiving 60 payments, your beneficiary will receive the balance of the 60 payments.

Optional Forms of Payment

- Lifetime benefit with 120 Certain Payments
- Social Security Option
- Partial Lump Sum with 60 or 120 Certain Payments

All forms of payment provide monthly lifetime benefits for the Participant.

Detailed descriptions of these payment options are found in the Plan's Summary Plan Description, available both in print and online at www.iamnpf.org.

If You Die Before Retirement

Providing for your spouse or other designated beneficiaries is important, so the Plan offers coverage if you should die before retirement.

50% Spouse Preretirement Death Benefit

If you are vested and die before retirement, your Qualified Spouse may be eligible to receive a monthly benefit. This benefit is payable on the first of the month following your date of death or the Fund's receipt of an application, whichever is later. For your spouse to be eligible for the benefit you must be:

- Eligible for a normal, early, or vested deferred pension when you die, and
- Married to your spouse throughout the 12-month period before your death.

60 Payments Death Benefit

Beneficiaries of vested unmarried participants will be eligible for a monthly preretirement death benefit. Just like the benefit above, it is payable the first of the month following your date of death or the Fund's receipt of an application, whichever is later. This benefit, which is payable for 60 months, is equal to the normal unreduced pension amount you would have received had you retired the day before your death.

Lump Sum Preretirement Death Benefit

For deaths on or after January 1, 2000, the lump sum preretirement death benefit is paid in addition to the 50% spouse preretirement death benefit if you are married, and the 60 payments preretirement death benefit if you are unmarried.

This is a one-time lump sum benefit payable whether or not your death occurs while you are working in covered employment. If you are working in covered employment when you die, a preretirement death benefit will be payable if :

- Your death occurs on or after January 1, 1991, and
- You have at least five years of future service credit.

If you are not working in covered employment when you die, a preretirement death benefit will be payable to your spouse or other beneficiary if:

- Your death occurs on or after January 1, 1996, and
- You have at least 10 years of future service credit.

Amount of the Lump Sum Preretirement Death Benefit

If you are a covered employee with at least 600 hours of service in 1997 or later and your death occurs on or after January 1, 1998, this benefit is a lump sum equal to \$200 times the number of full years of future service credit you have earned.

For deaths before January 1, 1998, please refer to the Plan's Summary Plan Description in print or online at www.iamnpf.org.

The beneficiaries of some participants may be entitled to a preretirement death benefit provided under a prior plan.



www.iamnpf.org

Our website provides information and resources for everyone. Use the buttons on the left side of our homepage to find Forms, National Pension Plan documents, Retirement Planning information, answers to Frequently Asked Questions and more.

We have worked diligently to make our website more user-friendly and helpful for everyone. Here are just a few things you will find on our site, www.iamnpf.org.

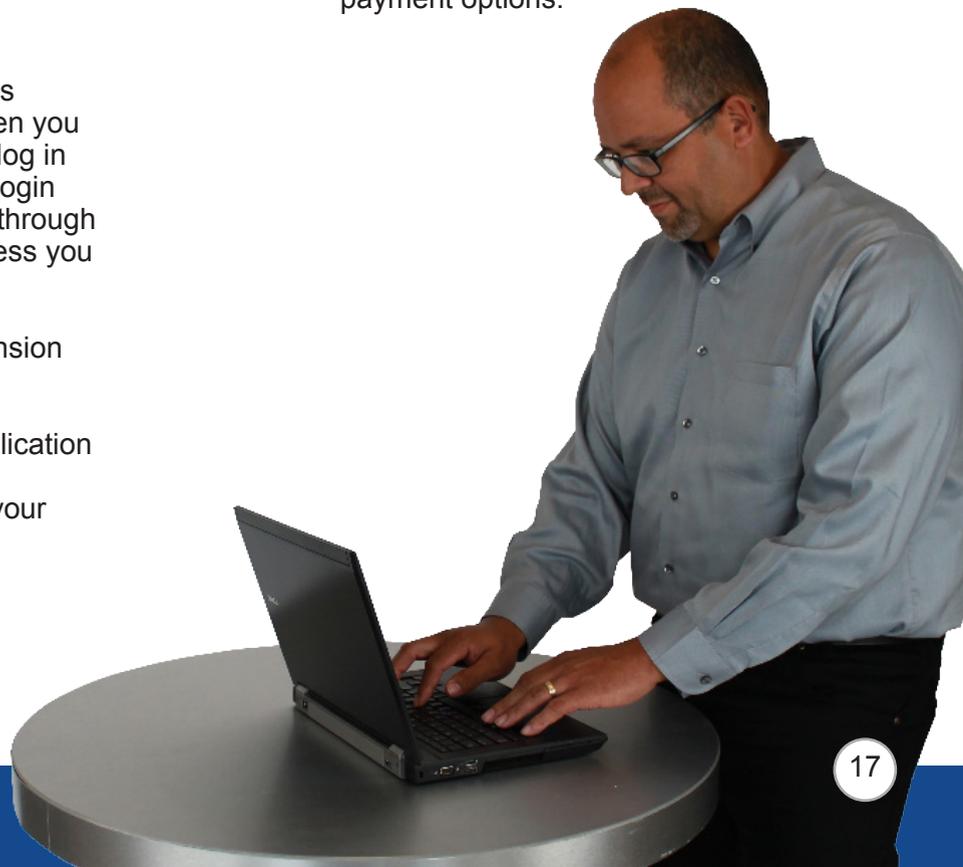
- View our Summary Plan Description
- Learn about the latest news regarding the National Pension Plan
- Learn how employees and employers can benefit from the National Pension Plan

If you're a Participant, you can access information that is specific to you when you log in securely. If you need to set up log in information, click on the Participant Login button and our website will walk you through a few easy steps to give you the access you need. Once logged in you can:

- Calculate an Estimate of your pension benefits
- Complete an Online Pension Application
- Change your address or update your beneficiary

Non-Participants also have a variety of options they can access on our site such as:

- View our Summary Plan Description
- Learn the latest news regarding the National Pension Plan
- Model Potential Pension Benefits by accessing the calculator on www.iamnpf.org. On the right side of the homepage find "Estimate Your Benefits" and click "No" after the question "Are you an Active Participant?" Use the calculator to model potential benefits under various contribution rates, add increases to rates, and see forms of payment options.





IAM NATIONAL 401(K) FUND

Building for the Future

The IAM National 401(k) Plan offers tax savings through pre-tax contributions, tax-deferred growth, and a variety of investment options.



WHY THE IAM NATIONAL 401(k) PLAN

Retirement is about being able to do what you want when you're ready to stop working. Whether you plan on traveling, taking up a new hobby, or spending more time with the family, it's a time we all look forward to - and it will take money to do it. Experts say you will need up to 70% of your preretirement income in order to live comfortably in retirement.

Lucky for you the IAM National 401(k) Plan is a great way to save for your future plans, whatever they are. Tax savings through pre-tax contributions, tax-deferred growth on your account, and a variety of investment options are just some of the Plan's features. Read on to find out how the Plan can help put you on the Path to a more secure Retirement.

About the IAM National 401(k) Plan

The Basics

The IAM National 401(k) Plan is a multiemployer Defined Contribution plan administered by a separate Board of Trustees than the National Pension Plan. John Hancock Retirement Plan Services is the Plan's recordkeeper.



Eligibility and Enrollment

You are eligible to participate in the IAM National 401(k) Plan when:

- The 401(k) Plan has been negotiated into the Collective Bargaining Agreement between your employer and the IAM
- You are working in a covered job classification
- The Fund Office receives the necessary information and issues an acceptance letter to your employer

Your Contributions

- You may make pre-tax contributions from 1 to 50% of your pay, up to \$18,000 in 2015*
- If you are considered highly compensated (\$120,000 in 2015*), you may contribute up to 10% of your pay

- You may make after-tax contributions from 1 to 15% of your pay, however, the total combined pre-tax and after-tax contributions will be limited to 50% of your pay (25% if you are highly compensated*) and will be subject to IRS limits
- If you are age 50 or older in any given year, you may make an additional catch-up contribution (\$60,000 in 2015*)
- Rollover contributions from qualified retirement plans are accepted into the Plan at any time
- You may change your contribution percentage at anytime by contacting John Hancock

Directing Contributions

- You may change how your future contributions are invested on a daily basis
- You may move existing account balances between the various investment options in the Plan on a daily basis
- All transfers must be made in 1% increments, and you cannot transfer money from one investment to another and back to the original option in the same day

*Specific limits are updated annually at www.irs.gov.

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Loans

- You may borrow money from your Plan account for any purpose (minimum loan \$1,000, maximum \$50,000)
- Repayment of your loan plus interest is made through payroll deduction if actively employed

Withdrawals

- Hardship withdrawals are allowed in certain circumstances
- Hardship withdrawals are subject to regular income taxes, and an additional 10% tax penalty if you are younger than age 59½

Distributions

You can receive a retirement benefit when you retire at age 55 or later, become permanently disabled, or leave employment with all participating employers.

You can leave money in the Plan or you can request a distribution of your 401(k) Plan account by contacting John Hancock for an application.

Your distribution choices include:

- Taking a lump-sum distribution in the form of a check mailed to you
- Rolling all or part of your eligible rollover distribution to an IRA or another qualified plan

Investment Options

The IAM National 401(k) Plan offers you a diverse investment lineup to meet your needs including Retirement Target Date Funds, 12 Core Investment Funds, a Guaranteed Interest Account, as well as a Self-Directed Brokerage account.

John Hancock also offers Participants free web-based advice powered by Morningstar Retirement Manager.

For more information visit www.iam401k.org

Ask your IAM Representative to put the National Pension Plan and the IAM National 401(k) Plan on the table for your next Collective Bargaining Agreement.





WHAT IS THE BENEFIT TRUST FUND?

In September 1966, the Executive Council of the International Association of Machinists and Aerospace Workers established a nationwide Trust Fund known as the I.A.M. National Health and Welfare Plan. In October 1979, the Plan became the National IAM Benefit Trust Fund (BTF).

The purpose of the Fund is to provide health and welfare benefits to participants and their families. The Fund offers multiple medical, dental, and vision options (medical includes prescription drug coverage), as well as short-term disability and life and accidental death and dismemberment coverage. Benefit Trust Fund coverage is available nationwide.

WHY CHOOSE THE NATIONAL IAM BENEFIT TRUST FUND?

Non-Profit Organization

- Fund assets are used for participating employees and their dependents

Nationwide Coverage with Great Access to Contracted Providers

- 1.6 million medical providers (Cigna Open Access Plus Network)
- 168,000 dental providers (Delta Dental of Georgia PPO + Premier Networks)

Extensive Coverage Options

- Multiple medical, dental, and vision options
- Short-term disability income coverage options
- Life and accidental death and dismemberment coverage
- Affordable options for all of your health and welfare needs

Exceptional Customer Service

- Personalized assistance with eligibility or benefit questions and with difficult claims
- Fund Representatives are ready to make presentations, answer questions, assist with rates, help with enrollment of large groups

Other Benefits to Contributing Employers

- BTF handles Affordable Care Act (ACA) compliance, government reporting, and administration of COBRA coverage
- BTF handles participant notifications including Summary Plan Description, Summaries of Material Modifications, and Summaries of Benefits and Coverage
- BTF allows non-bargained employees with 2/3 bargaining unit participation
- Medical coverage includes Cigna's Employee Assistance Program
- Continuity of coverage when employees move between contributing employers

LET'S TALK ABOUT OUR PARTNERS

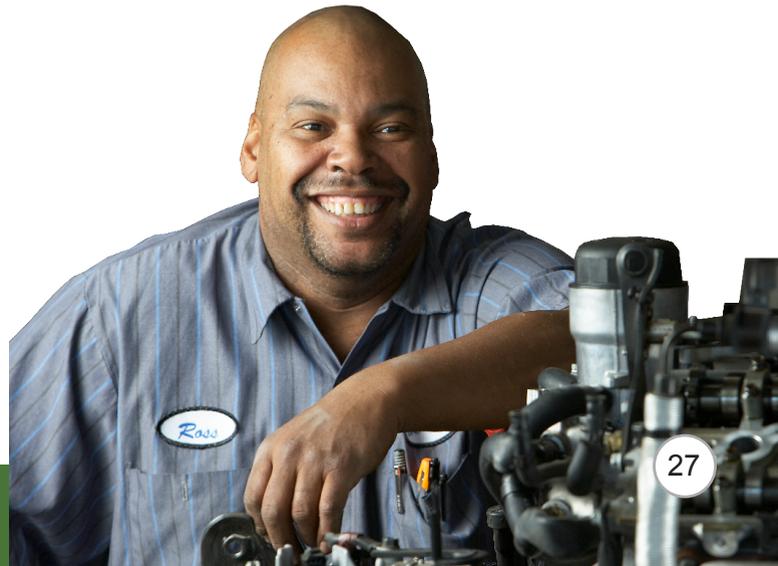
Cigna – The BTF contracts with Cigna to administer Plan medical coverage. Participants have access to a network of 1.6 million providers nationwide. They can sign-in to a member website with personalized information at www.mycigna.com. They can search for providers, check claims status and review payments, check deductible and out-of-pocket limits, and even request new ID cards. Cigna also provides Your Health First – a voluntary and confidential coaching program to help participants with chronic conditions manage their conditions.

CVS Health – The BTF uses CVS Caremark as a pharmacy benefit manager. Caremark's network includes 97% of all walk-in pharmacies. Participants can use any walk-in pharmacy to get a 34 day supply of most medications. Or they can use mail-order or their local CVS retail pharmacy to get a 90 day supply of maintenance medication. Specialty drugs are included when approved through the Specialty Guideline Management program.

Delta Dental of Georgia – Delta Dental is the largest managed dental care network in the nation. Participants can choose from over 168,000 dentists in both the premier and PPO Networks. With multiple dental benefit designs, there is one that is right for everyone.

EyeMed – Starting in January 2016, the BTF offers two vision options through EyeMed. EyeMed has a network of 69,000 contracted providers at 23,000 locations across the country. They have both independent providers and popular retailers including: Pearle Vision, Sears Optical, LensCrafters, Target Optical, JC Penney Optical, ForEyes, and many more. Participants pay fixed copayments for services, and no longer have to pay in full up front or file their own claims.

The Benefit Trust Fund is a one-stop shop for the Health & Welfare coverage needs of union members. Please contact your IAM Representative or call the Fund Office at 800-457-3481 or 202-785-8148 to find out more, or go to our website at www.iambtf.org. Call today for a quote for your group!





For additional information call
1-800-424-9608 or visit:

www.iamnpf.org

www.iam401k.org

www.iambtf.org

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