



MECHANICS' LOCAL 701 DEFINED CONTRIBUTION 401(K) PLAN

361 S. FRONTAGE ROAD, SUITE 100 | BURR RIDGE, IL 60527
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To: Participants

According to Fund Office records, you are working for an Employer that entered into a collective bargaining agreement (CBA) with the Automobile Mechanics' Local No. 701 that requires your Employer to submit non-elective contributions to the Mechanics' Local No. 701 Defined Contribution 401(k) Plan (Plan) on your behalf. Please keep this notice with your Summary Plan Description (SPD) booklet for future reference.

Employer Contributions to the Plan

Section 2.01 of the SPD states that Employers do not make Contributions to the Plan, with the exception of Salary Reduction Contributions, which are pre-tax dollars that your Employer automatically deducts from your paycheck.

Generally, this means that if you opted-out of participation in the Plan by filing an Elective Deferral Agreement, no Contributions are submitted and credited to an Individual Account held in your name. However, if an Employer enters into a CBA or other Written Agreement requiring Employer non-elective contributions on your behalf, Contributions received will be credited to your Individual Account and you will be a Participant in the Plan, even if you elected to opt-out of making Salary Reduction Contributions, during the Plan's annual enrollment period.

The amount of the Employer Contributions and the eligibility requirements for when Employer Contributions will be submitted on your behalf are determined by the specific provisions of the CBA you are working under. However, all other rights and benefits available to you under the Plan with regards to Employer Contributions are the same as those explained in the SPD, including vesting, termination of participation, investment options, forms of benefit payment, death benefits, QDRO administration and tax implications of distributions.

Further, the eligibility requirements regarding distributions of your Employer Contributions, as part of your Individual Account, are explained in Section 4.01 of the SPD. However, please note because Employer Contributions are not considered Rollover or Salary Reduction Contributions, they are not available for withdrawal under a hardship distribution.

Additionally, please be aware that the Internal Revenue Code Section 415 imposes an allocation limit on the total annual amount of contributions that may be allocated to your account under this

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Plan and any other defined contribution plans maintained by the Employer in any plan year. The limit is 100% of your total taxable compensation, or \$53,000 in 2015, whichever is less. The dollar limit is adjusted periodically by the IRS for inflation. If this limit is exceeded, you will be notified and you will receive a refund, if required.

This announcement is intended to be a summary of material modifications. If you have any questions about the information contained in this notice or in the enclosed SPD, please contact the Fund Office.

Sincerely,

Board of Trustees