



**SUMMARY OF MATERIAL MODIFICATIONS (SMM)
IAM NATIONAL PENSION FUND
NATIONAL PENSION PLAN
(Through May 2010)**

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The following changes were made to the Plan since the last Summary Plan Description was issued in May 2007:

75% Spouse Pension

The 75% Spouse Pension provides you with a reduced pension during your lifetime. When you die, your surviving spouse continues to receive 75% of the benefit you were receiving for the rest of his or her lifetime.

Like the 50% or 100% Spouse Pensions, the reduction of your benefit under the 75% Spouse Pension depends upon the difference between your age and your spouse's age. See the attached Table 8A for a list of reduction percentages based on the age difference between the participant and spouse.

In substitution for the 50% Spouse Pension, you may elect to receive your benefit under the 75% Spouse Pension Option. The rules for this election are the same as the rules for the election of the other optional forms under the Plan. The 75% Spouse Pension Option is available to all pensions with effective dates on or after January 1, 2009.

Cash Outs of Small Pensions (Not available to participants who are already receiving benefits)

For pensions effective July 1, 2007 or later, if the actuarial present value of the monthly pension exceeds \$5,000 but is not more than \$10,000 as of the Effective Date, the recipient may voluntarily elect to receive the benefit in a single lump sum. Benefits with an actuarial present value of \$5,000 or less are still cashed out automatically. If a benefit is paid in a single lump sum, no further benefits are payable to anyone.

Participation of Non-Bargaining Unit Employees

Effective July 1, 2007, the Trustees reopened participation to new groups of non-collectively bargained (special class) employees, subject to certain conditions. The employer must be a contributing employer to the National Pension Plan on behalf of its collectively bargained

employees, and the employer and the IAM must apply in advance for approval of the special class of employees in writing. The employer must sign and follow a special class participation agreement on the terms set by the Trustees.

The employer contribution rate for the special class of employees must be the same as the highest contribution rate for any of the employer's IAM collectively bargained employees. Everyone in the special class group must be an employee who receives a W-2 form from the employer. By law, no partners of a partnership or sole proprietors may be part of the special class group.

In order for the special class group to be accepted, the employer must generally cover all of its non-collectively bargained employees, although the Plan does allow the exclusion of highly compensated employees from the special class group. In addition, the exclusion of some other classifications of non-collectively bargained employees may be accepted. All special class groups, however, must pass IRS minimum coverage and nondiscrimination/top heavy testing as a condition of acceptance and on an annual basis thereafter. If the employer fails one of these tests or does not cooperate with the testing process, the special class group will be terminated.

The newly accepted special class groups are not entitled to past service credit. Also they accrue benefits only under the schedule of benefits found in Table One of the Appendix to the Summary Plan Description, unless the IAM represented employees of the Contributing Employer were covered by this Plan prior to April 1, 2003.

Table One Revised to Include Contribution Rate of Up to \$15.00 Per Hour

The Benefit Levels in Table One which generally apply if your employer became a contributing employer on or after April 1, 2003 were revised to include contribution rates of up to \$15.00 per hour. See the Appendix on page 46 of the 2007 Summary Plan Description.

Hourly Contribution Rate	Daily Contribution Rate	Monthly Normal Pension Benefit for Each Year of Future Service Credit
10.05	80.40	294.92
10.10	80.80	296.09
10.15	81.20	297.25
10.20	81.60	298.42
10.25	82.00	299.58
10.30	82.40	300.74
10.35	82.80	301.91
10.40	83.20	303.07
10.45	83.60	304.24
10.50	84.00	305.40
10.55	84.40	306.56
10.60	84.80	307.73
10.65	85.20	308.89

10.70	85.60	310.06
10.75	86.00	311.22
10.80	86.40	312.38
10.85	86.80	313.55
10.90	87.20	314.71
10.95	87.60	315.88
11.00	88.00	317.04
11.05	88.40	318.20
11.10	88.80	319.37
11.15	89.20	320.53
11.20	89.60	321.70
11.25	90.00	322.86
11.30	90.40	324.02
11.35	90.80	325.19
11.40	91.20	326.35
11.45	91.60	327.52
11.50	92.00	328.68
11.55	92.40	329.84
11.60	92.80	331.01
11.65	93.20	332.17
11.70	93.60	333.34
11.75	94.00	334.50
11.80	94.40	335.66
11.85	94.80	336.83
11.90	95.20	337.99
11.95	95.60	339.16
12.00	96.00	340.32
12.05	96.40	341.48
12.10	96.80	342.65
12.15	97.20	343.81
12.20	97.60	344.98
12.25	98.00	346.14
12.30	98.40	347.30
12.35	98.80	348.47
12.40	99.20	349.63
12.45	99.60	350.80
12.50	100.00	351.96
12.55	100.40	353.12
12.60	100.80	354.29
12.65	101.20	355.45
12.70	101.60	356.62
12.75	102.00	357.78
12.80	102.40	358.94
12.85	102.80	360.11
12.90	103.20	361.27
12.95	103.60	362.44

13.00	104.00	363.60
13.05	104.40	364.76
13.10	104.80	365.93
13.15	105.20	367.09
13.20	105.60	368.26
13.25	106.00	369.42
13.30	106.40	370.58
13.35	106.80	371.75
13.40	107.20	372.91
13.45	107.60	374.08
13.50	108.00	375.24
13.55	108.40	376.40
13.60	108.80	377.57
13.65	109.20	378.73
13.70	109.60	379.90
13.75	110.00	381.06
13.80	110.40	382.22
13.85	110.80	383.39
13.90	111.20	384.55
13.95	111.60	385.72
14.00	112.00	386.88
14.05	112.40	388.04
14.10	112.80	389.21
14.15	113.20	390.37
14.20	113.60	391.54
14.25	114.00	392.70
14.30	114.40	393.86
14.35	114.80	395.03
14.40	115.20	396.19
14.45	115.60	397.36
14.50	116.00	398.52
14.55	116.40	399.68
14.60	116.80	400.85
14.65	117.20	402.01
14.70	117.60	403.18
14.75	118.00	404.34
14.80	118.40	405.50
14.85	118.80	406.67
14.90	119.20	407.83
14.95	119.60	409.00
15.00	120.00	410.16

Table Two Revised to Include Contribution Rate of Up to \$15.00 Per Hour

The Benefit Levels in Table Two were updated to include contribution rates of up to \$15.00 per hour. Table Two generally applies if your employer became a contributing employer before

April 1, 2003 and you had at least 600 Hours of Service in 1998 or later and the effective date of your pension is on or after January 1, 1999. See the Appendix on page 48 of the 2007 Summary Plan Description.

Hourly Contribution Rate	Daily Contribution Rate	Monthly Normal Pension Benefit for Each Year of Future Service Credit
10.05	80.40	491.54
10.10	80.80	493.48
10.15	81.20	495.42
10.20	81.60	497.36
10.25	82.00	499.30
10.30	82.40	501.24
10.35	82.80	503.18
10.40	83.20	505.12
10.45	83.60	507.06
10.50	84.00	509.00
10.55	84.40	510.94
10.60	84.80	512.88
10.65	85.20	514.82
10.70	85.60	516.76
10.75	86.00	518.70
10.80	86.40	520.64
10.85	86.80	522.58
10.90	87.20	524.52
10.95	87.60	526.46
11.00	88.00	528.40
11.05	88.40	530.34
11.10	88.80	532.28
11.15	89.20	534.22
11.20	89.60	536.16
11.25	90.00	538.10
11.30	90.40	540.04
11.35	90.80	541.98
11.40	91.20	543.92
11.45	91.60	545.86
11.50	92.00	547.80
11.55	92.40	549.74
11.60	92.80	551.68
11.65	93.20	553.62
11.70	93.60	555.56
11.75	94.00	557.50
11.80	94.40	559.44
11.85	94.80	561.38
11.90	95.20	563.32

11.95	95.60	565.26
12.00	96.00	567.20
12.05	96.40	569.14
12.10	96.80	571.08
12.15	97.20	573.02
12.20	97.60	574.96
12.25	98.00	576.90
12.30	98.40	578.84
12.35	98.80	580.78
12.40	99.20	582.72
12.45	99.60	584.66
12.50	100.00	586.60
12.55	100.40	588.54
12.60	100.80	590.48
12.65	101.20	592.42
12.70	101.60	594.36
12.75	102.00	596.30
12.80	102.40	598.24
12.85	102.80	600.18
12.90	103.20	602.12
12.95	103.60	604.06
13.00	104.00	606.00
13.05	104.40	607.94
13.10	104.80	609.88
13.15	105.20	611.82
13.20	105.60	613.76
13.25	106.00	615.70
13.30	106.40	617.64
13.35	106.80	619.58
13.40	107.20	621.52
13.45	107.60	623.46
13.50	108.00	625.40
13.55	108.40	627.34
13.60	108.80	629.28
13.65	109.20	631.22
13.70	109.60	633.16
13.75	110.00	635.10
13.80	110.40	637.04
13.85	110.80	638.98
13.90	111.20	640.92
13.95	111.60	642.86
14.00	112.00	644.80
14.05	112.40	646.74
14.10	112.80	648.68
14.15	113.20	650.62
14.20	113.60	652.56

14.25	114.00	654.50
14.30	114.40	656.44
14.35	114.80	658.38
14.40	115.20	660.32
14.45	115.60	662.26
14.50	116.00	664.20
14.55	116.40	666.14
14.60	116.80	668.08
14.65	117.20	670.02
14.70	117.60	671.96
14.75	118.00	673.90
14.80	118.40	675.84
14.85	118.80	677.78
14.90	119.20	679.72
14.95	119.60	681.66
15.00	120.00	683.60

TABLE 8A

Determining the Amount of a 75% Spouse Pension

When you are Receiving a Normal, Early, Early Unreduced, 30 and Out Vested Deferred, or Disability Pension

First, calculate your normal, early, early unreduced, 30 and Out, vested deferred, or disability pension benefit.

Determine the number of years your spouse is older or younger than you, and locate that number in the first column.

To the right of the first column are two columns containing percentage figures. Select the percentage that corresponds to the number of years your spouse is older or younger than you *and* the type of pension for which you intend to apply. Multiply that percentage by the amount of your pension benefit. The result is the amount of your pension under the 75% spouse pension option. When you die, your spouse will continue to receive 75% of that amount.

	X		= \$	
Your Benefit		Percentage		75% Spouse Pension

	Percentage of your benefit payable	
Number of years your spouse is older or younger than you	Normal, early, early unreduced, 30 and Out, or vested deferred pension	Disability Pension
10 years older	91.0%	79.0%
9 years older	90.4%	78.5%
8 years older	89.8%	78.0%
7 years older	89.2%	77.5%
6 years older	88.6%	77.0%
5 years older	88.0%	76.5%
4 years older	87.4%	76.0%
3 years older	86.8%	75.5%
2 years older	86.2%	75.0%
1 year older	85.6%	74.5%
Same Age	85.0%	74.0%

	Percentage of your benefit payable	
Number of years your spouse is older or younger than you	Normal, early, early unreduced, 30 and Out, or vested deferred pension	Disability Pension
1 year younger	84.4%	73.5%
2 years younger	83.8%	73.0%
3 years younger	83.2%	72.5%
4 years younger	82.6%	72.0%
5 years younger	82.0%	71.5%
6 years younger	81.4%	71.0%
7 years younger	80.8%	70.5%
8 years younger	80.2%	70.0%
9 years younger	79.6%	69.5%
10 years younger	79.0%	69.0%
	(Maximum benefit payable is 99%)	(Maximum benefit payable is 85%)

For age differences greater than 10 years, contact the Fund Office.

Eligible Rollover Distributions: Rollovers to Roth IRAs and Non-Spouse Beneficiary Rollovers

Effective January 1, 2008, the Fund will permit you to transfer an eligible rollover distribution to a Roth IRA. You should contact a tax advisor about how such a transfer may be treated for federal income tax purposes.

Effective January 1, 2009, a lump sum death benefit to a surviving non-spouse beneficiary will be treated as an eligible rollover distribution if the beneficiary requests that the Fund Office transfer a lump sum death benefit directly to an “inherited IRA.”

If you are eligible to receive an eligible rollover distribution, you will receive a Rollover Notice. The Notice, among other things, explains the tax implications of eligible rollover distributions.

Death or Disability during Periods of Military Service

1. Under the Uniformed Services Employment and Reemployment Rights Act (USERRA), a person who is serving a period of qualified military service is treated as if he is working in covered employment for purposes of credited service and vesting service under the Plan provided the person satisfies certain requirements. One requirement is that the person must return to covered employment within the time period prescribed by USERRA. Notwithstanding this general rule, effective January 1, 2007, if a person is unable to return to covered employment on account of death or total and permanent disability (as defined under Section 4.8 of the Plan) while performing qualified military service, his or her period of military service (as defined in Section 414(u) of the Code) up to the person’s date of death or disability will be treated as covered employment for purposes of credited service and vesting service.
2. For purposes of determining a beneficiary’s entitlement to a 60 payment preretirement death benefit or a lump sum preretirement death benefit, a participant who dies as a result of qualified military service will be treated as if he was reemployed by a contributing employer on the day preceding his death and terminated employment on his actual date of death.