



### Summary of Material Modifications For National Integrated Group Pension Plan

This is a summary of the material modifications that have been made to the National Integrated Group Pension Plan (the “Plan”) during the 2016 Plan Year. This summary is a supplement to the Plan’s most recent Summary Plan Description (“SPD”) which is dated January 2012. You should read this summary and retain it with your copy of the Plan’s SPD.

- AMENDMENT TO CLARIFY THE PLAN’S CALCULATION OF CONTRIBUTIONS MADE FOR A PARTICIPANT WHO RETURNS TO COVERED EMPLOYMENT FOR FEWER THAN 40 HOURS OF SERVICE PER MONTH

In 2016, the Board of Trustees amended Section 6.01(f)(1) of the Plan to clarify the benefit accrual and payment of benefits earned in any calendar month in which a participant who has retired and returned to covered employment, or continues in covered employment after his normal retirement date, works for less than 40 hours.

- COMPOSITION OF THE BOARD OF TRUSTEES

The current composition of the Board of Trustees is as follows:

#### **PUBLIC TRUSTEE**

*Vacant*

#### **INDUSTRY TRUSTEES**

Ronald Wm. Borst  
*Chairman & CEO*  
Clay and Bailey Manufacturing Co.  
6401 East 40<sup>th</sup> Street  
Kansas City, MO 64129

John Fowler  
*Former Vice President Employee Relations (retired)*  
Lear Corporation – Employee Relations  
210 Bruce Farm Road  
Simpsonville, SC 29681

Richard Shirley  
*Former Chairman (retired)*  
General Die Casting Company  
7028 Deerwood Trail  
West Bloomfield, MI 48323

#### **UNION TRUSTEES**

James D. English  
*Former Secretary-Treasurer (retired)*  
United Steelworkers  
407 Morrison Drive  
Pittsburgh, PA 15216

Charles Gayney  
*Former Director – Social Security Department (retired)*  
International Union, UAW  
300 Riverfront Drive #19i  
Detroit, MI 48226

Mary Anne Weston  
*Assistant to the International Secretary-Treasurer*  
United Steelworkers  
Five Gateway Center  
Pittsburgh, PA 15222