

BENEFITSPOTLIGHT

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BENEFIT FUNDS OFFICE



**CIGNA HEALTH
SERVICES &
SAVINGS**

Explore the multitude of tools, resources, rewards and programs the Benefit Trust Fund provides through Cigna.

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COMPLIANCE MAILINGS

The following compliance mailings and regulatory notices were mailed from the IAM National Benefit Funds Office in 2022:

- › 2021 401(k) and BTF SAR & HIPAA Notice of Privacy Practices
- › 2022 401(k) QDIA/ACA/Fee Disclosure
- › 2022 Annual Federal Tax Withholding Notice
- › 2022 NPF Social Security Administration Letters
- › 2022 NPF 104(d) Notice/Multiemployer Summary Report
- › 2022 NPF Annual Benefit Statement
- › 2022 NPF Summary of Material Modifications
- › 2022 Annual Funding Notice
- › 2022 BTF MER, NCC and WHCRA
- › 2023 BTF Summary of Benefits and Coverage (A, A+, B, C, D2)
- › 2023 NPF Summary Plan Description

NOTE: The IAM National Pension Fund will be referred to as NPF, and the National IAM Benefit Trust Fund will be referred to as BTF.

If you did not receive a specific compliance mailing, please contact the appropriate IAM National Pension Fund/401(k) Plan Customer Service at 1-800-424-9608 or the National IAM Benefit Trust Fund Customer Service at 1-800-457-3481.



Latest News and Highlights

Happy New Year from the IAM National Benefit Funds Office!

Our end-of-year edition of the Benefit Spotlight Newsletter recaps the major activities of each of the Funds in 2022 and highlights what's to come in 2023. Learn more about each of the Funds and stay up-to-date on the latest Benefit Funds Office news by visiting our website at <https://www.iambfo.org>.



INTRODUCTION OF NEW TRUSTEE



Andy Chen

Andy Chen became an Employer Trustee of the IAM National Pension Fund in June 2022.

Chen became Vice President and Treasurer for General Dynamics in April 2020. His current responsibilities include treasury, financial planning and analysis, pension asset management, risk and insurance management, and related international activities. He is also a member of General Dynamics' Investment Committee, which oversees the company's defined contribution plans.

Chen joined the company in May 2011 as manager of strategic planning. He served as Manager, and later Director, of Financial Planning and Analysis until September 2017, at which time he was appointed to Staff Vice President of Financial Planning and Analysis for General Dynamics Information Technology.

To learn more about Andy Chen, please visit our website [here](https://www.iambfo.org).

BTF V3 TRANSITION

The National IAM Benefit Trust Fund (the "BTF") will begin transitioning to

V3locity or "V3", a benefits administration system designed to enhance the efficiency, productivity, and functionality of Fund administration, in early 2023. Our new V3 Employer Self-Service portal ("ESS") will offer electronic billing and contribution remittance, real-time enrollment, and eligibility reporting, as well as other features to help streamline administrative duties. Mid-to-late 2023, the Fund will also introduce its first V3 Participant Self-Service portal ("PSS") giving employees access to up-to-date information on their covered benefits, and eligible dependents, as well as important Plan documents and notices.

Beginning in 2023, all BTF contributing employers will be required to use ESS to complete their enrollment and eligibility reporting. Once ESS goes live, the Fund will no longer accept paper enrollments or email requests. Employers should ensure they do not miss any critical BTF instructions or information by confirming or updating their key contact(s) for receiving V3-related communications by emailing the Employer Contact Change Form to fundrep@iambtf.org. Their key contacts must include anyone who is responsible for submitting enrollment or eligibility files to the Fund.

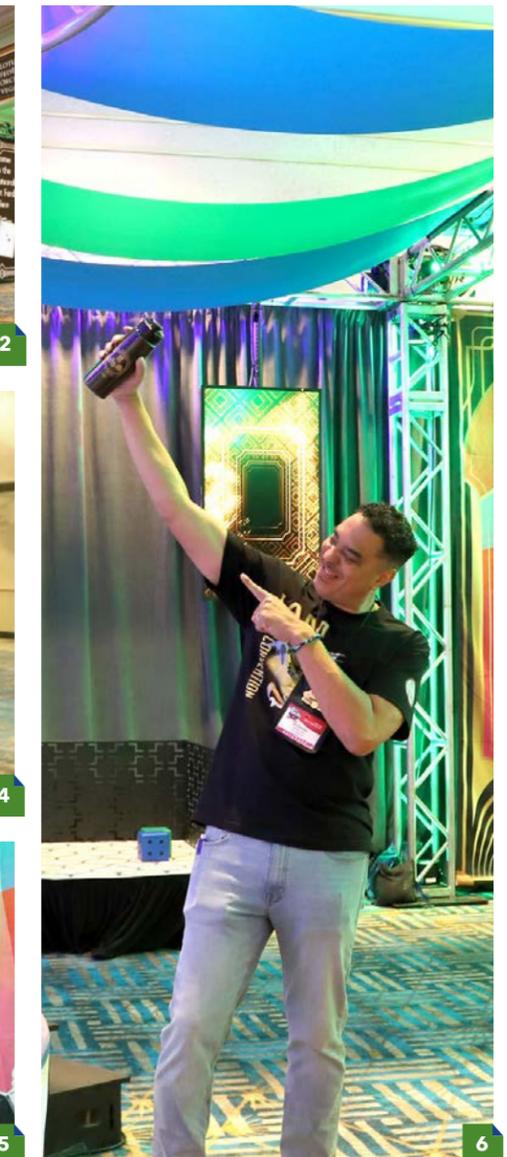
We appreciate your patience and continued engagement during this transition.

IAM GRAND LODGE CONVENTION IN REVIEW

October 2-7, 2022, the IAM National Benefit Funds Office participated in the 40th IAM Grand Lodge Convention in Las Vegas, NV. Under the theme "IAM Standing Strong," the Convention was the first major in-person meeting held by the IAM Grand Lodge since the pandemic. In one of the largest booths at the Convention, the Benefit Funds Office offered Fund education on floor-to-ceiling digital monitors while IAM members played Vegas-style games or took advantage of complimentary wellness massages. Our Education representatives met one-on-one with participants to answer questions about the benefits offered by each of the Funds and connected with the people we serve everyday. If you missed us in Vegas, be sure to catch the Benefit Funds Office booth at the 41st IAM Grand Lodge Convention in New York City in 2024!



CLICK HERE TO WATCH BOOTH VIDEO



Photos Left to Right: 1) The IAM Executive Council including IAM National Benefit Funds Office (IAMBFO) Union Trustees Dora Cervantes, Rickey Wallace, Steve Galloway and Brian Bryant posing on the Convention stage. 2) Entrance into the IAMBFO booth. 3) IAM Delegate playing Plinko game for special IAMBFO prize or grand prize entry. 4) Education team members, Elo Rosales and Cori Horowitz, speaking to IAM members. 5) IAMBFO Executive Leadership and Education Team left to right: Ned Johnson (Manager), Wendy Frye (Chief of Staff), Fred Ross, Sunni Isaac, Parris Celestine, Ryk Tierney (Executive Director), Elo Rosales, Cori Horowitz, Brittany Plummer and Damien Anderson. 6) IAM Delegate sporting his healthy prize from participating in the Plinko game.



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Photos Left to Right: 1) Informational brochure about each of the Funds folded open to reveal an infographic poster. 2) Sunni, Damien and Devika, engaging with more IAM members. 3) Entrance into the wellness area organized in partnership with Cigna. 4) Devika and Brittany take a short break to pose for the camera. 5) Trustee, Dora Cervantes stops by the IAMBFO booth. 6) Cori and Fred help answer an IAM member's questions. 7) Ned greets an IAM member as he explores the special IAMBFO keepsakes. 8) Closeup on the new Journey to Retirement magazine to help IAM members understand their retirement options.

Benefit Recipient Checkup: Review Your Federal Income Tax Withholding Elections

If you are a Benefit Recipient of the IAM National Pension Fund (the "Fund"), you were given the opportunity to choose whether you want federal income tax withheld from your pension payments when you began receiving them. In accordance with the Tax Equity and Fiscal Responsibility Act of 1982 ("TEFRA"), the IAM National Benefit Funds Office (the "Benefit Funds Office") issues this annual notice to remind you that you may change your federal income tax withholding elections at any time. If you do not wish to make any changes to your current federal income tax withholding elections, no action is required.

Please read the following information carefully and contact the Benefit Funds Office at 1-800-424-9608, Monday through Friday, 9:00 a.m. to 7:00 p.m. Eastern Time, if you have any questions about the information contained in this notice or need assistance completing your IRS Form W-4P (Withholding Certificate for Periodic Pension or Annuity Payments) to update your federal income tax withholding elections. It is important to note the amount of the 2023 federal income tax being withheld from your payments may change because the withholding tables have changed.

PLEASE NOTE: The IRS has released a revised Form W-4P and a new Form W-4R (Withholding Certificate for Non-periodic Payments and Eligible Rollover Distributions). Beginning January 1, 2023, you must use these new and revised forms to update your federal tax withholding elections with the Benefit Funds Office. Benefit Recipients retiring on or after January 1, 2023, should use the revised IRS Form W-4P.

Your current federal income tax withholding elections will remain in effect until you submit a new IRS Form W-4P with the Benefit Funds Office. You may log on to our online portal at <https://participant.iambfo.org/login/> to update your federal income tax withholding elections or download the IRS Form W-4P at <https://www.iamnfpf.org/participants/forms>. Once you make a change to your federal income tax withholding, your elections will become effective on the first day of the month that is at least 30 days after we receive your form.

Tax withholding on your benefit payments is one way for you to pay a portion of your income tax. If not enough tax is being withheld from your total taxable income for the year, you may have to pay estimated taxes during the year or a tax penalty at the end of the year. Of course, whether or not you have to pay federal income tax depends on the total amount of your taxable income, not just on your benefit payments from the Fund. Remember, for many people, Social Security benefits are not taxable.

Your decision on withholding is an important one. If you need additional assistance estimating your tax, you should consult with a tax advisor or the IRS. The Benefit Funds Office is unable to assist you with computing your estimated federal income tax.



NEW SUMMARY PLAN DESCRIPTION IS COMING

The Board of Trustees are pleased to present you with the 2023 Summary Plan Description (SPD) summarizing the IAM National Pension Fund's Plan document. This SPD incorporates all amendments to the Plan through October 31, 2022, including the amendments made under the Rehabilitation Plan that the Board adopted in 2019 to improve the Plan's funding status for the long-term benefit of participants and beneficiaries.

This SPD generally applies to participants who apply for benefits on or after January 1, 2023. Participants who apply for benefits before that date should refer to the 2017 SPD (and any summaries of material modification to the 2017 SPD).

We hope this summary will be of assistance to you and your family in understanding the Plan.

We believe that this SPD accurately reflects the Fund. Please remember, though, that the text of the Plan itself, as interpreted by the Board of Trustees, represents the final authority in all cases.

Surprise Medical Bills

When you get emergency care or get treated by an out-of-network provider at an in-network hospital or ambulatory surgical center, you are protected from surprise billing or balance billing.

You are protected from balance billing for:

EMERGENCY SERVICES

If you have an emergency medical condition and get emergency services from an out-of-network provider or facility, the most the provider or facility may bill you is your plan's in-network costsharing amount (such as copayments and coinsurance). You can't be balance billed for these emergency services.

CERTAIN SERVICES AT AN IN-NETWORK HOSPITAL OR AMBULATORY SURGICAL CENTER

When you get services from an in-network hospital or ambulatory surgical center, certain providers there may be out-of-network. In these cases, the most those providers may bill you is your plan's in-network cost-sharing amount. This applies to emergency medicine, anesthesia, pathology, radiology, laboratory, neonatology, assistant surgeon, hospitalist, or intensivist services. These providers can't balance bill you and may not ask you to give up your protections not to be balance billed.



LEARN MORE

FUND FACT

The PrudentRx specialty medication program has saved participants **over \$24,000 in co-pays** and saved the Fund about a half million dollars in 2022!

Visit myCigna.com For Health Services & Savings

If you've logged in to **myCigna.com** lately, you know it's a fast and easy way to find in-network health care providers, learn about your coverage or check on claims. But did you know that **myCigna.com** and the **myCigna® App** can also connect you with support tools and services that can help you get healthier and save money? And, what's more, they're available whenever you need them and at no additional cost to you. Here are just a few.

TOOLS [LEARN MORE](#)

- My Health Assessment
- Apps & Activities
- Personal Health Record
- My Health Assistant

REWARDS AND PROGRAMS

- Healthy Rewards® Program:* Find discounts for fitness centers,

diet and nutrition programs, alternative health providers and more.

RESOURCES [LEARN MORE](#)

- Health Encyclopedia
- Health Topics and Resources
- Health Information Line (HIL)
- WebMD Health Manager

And finally, keep in mind **myCigna** is always there for finding local in-network care, provider quality information, and estimates for what your health care will cost you. They can be easily searched under "My Care and Costs" on the **myCigna** home page.

To learn more about the many **myCigna** programs and resources available to you, ask your Cigna coach, or visit **myCigna.com** or the **myCigna App** to check them out. On the top of the

home page, simply click on the "Wellness" tab to open up a wide range of options that will help you know more, spend less and live healthier.

*Some Healthy Rewards programs are not available in all states and programs may be discontinued at any time. If your plan includes coverage for any of these services, this program is in addition to, not instead of, your plan coverage. **A discount program is NOT insurance, and you must pay the entire discounted charge.**

HOW HEALTHY ARE YOU?

Complete an easy online health assessment and earn a \$50 gift card from Cigna.

GET STARTED

Cigna Covered Benefits

FIGHT BACK AGAINST BACK PAIN

Tips to help prevent back pain.

1. Exercise regularly
Regular, low-impact exercise increases balance and strength. It also helps keep your back and abdominal muscles strong. Always talk to your doctor before starting any exercise program.
Your doctor may recommend one or more of the following:^{1,2}
• **Strength training:** Work in back-strengthening and stretching exercises at least two days a week.
• **Balance exercises:** Tai chi or yoga can help increase your balance.
• **Aerobic exercise:** Fast-walking and swimming are good examples of low-impact, aerobic activities that get your heart pumping and keep your heart rate up while you're exercising. Try getting at least 150 minutes of moderate-intensity aerobic activity (such as brisk walking) a week. You can even do 10 minutes at a time.
Be sure to warm up to help your muscles transition from cold to warm, and help prevent injury.

2. Eat a healthy diet
Yes, what you eat can affect the health of your spine. So, fill your plate with plenty of veggies, fruits, whole grains and lean proteins. In particular, calcium and Vitamin D can help keep your bones strong and prevent osteoporosis, which can lead to bone fractures that cause back pain.³

Calcium is found in dairy products (milk, cheese and yogurt), green leafy vegetables such as kale and collard greens, tofu, and calcium-fortified products such as orange juice, soy milk and cereals.

Vitamin D is made in your skin through the absorption of sunlight. You can also get this important nutrient from foods such as salmon, tuna, eggs, cheese and fortified dairy products, orange juice and cereals.

Together, all the way.® Cigna.

UNDERSTANDING DIABETES

Start with the basics.

Did you know that 29.1 million people in the United States have diabetes, and an estimated 86 million people age 20 years or older have prediabetes? And, one in four people who have diabetes don't even know they have it.¹ That's why it's so important to understand what diabetes is, and how to recognize the signs. After all, the more you know, the more informed decisions you can make about your health.

What is diabetes?
The simple definition of diabetes is a disease that happens when you have a high level of glucose (also called blood sugar) in your blood. But to truly understand what diabetes is, it's helpful to understand how it occurs.

HERE'S AN AT-A-GLANCE VIEW:

Blood glucose is your main source of energy. It comes from the food you eat.	Insulin, a hormone made by the pancreas, helps glucose from food get into your cells to be used for energy.	If your body doesn't produce enough insulin or the insulin doesn't work the way it should, glucose can stay in your blood and not reach your cells.	If your blood glucose levels get too high, this can cause diabetes or prediabetes.
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What is prediabetes?
Prediabetes is when the amount of glucose in your blood is higher than normal, but not quite high enough to be considered diabetes. With prediabetes your chances of getting type 2 diabetes are higher. If caught early enough, you can delay or prevent the development of diabetes by making healthy lifestyle changes.²

Together, all the way.® Cigna.

PLAN FOR YOUR SCAN

Learn how precertification works for high-tech imaging.

Precertification is a review process that determines whether a procedure, treatment or service is medically appropriate. High-tech imaging, such as computed tomography (CT), magnetic resonance imaging (MRI) and positron emission tomography (PET) scans, requires precertification. For certain scan types, precertification for high-tech imaging will direct you to a specific site of care in your area. We have this process in place to help protect you from unnecessary cost, unnecessary radiation exposure and surprise bills. Here's how it works.

You and your provider decide you need a CT, MRI or PET scan. Your health care provider must complete the needed information for review.

Your precertification request is reviewed using established medical criteria for that procedure. Now is a good time to go to **myCigna.com** to view in-network solutions and compare pricing to help you find the best site of care for you.

APPROVED You and your provider are notified	NOT APPROVED You and your provider are notified
Once approved, schedule your appointment	Compare costs: Cigna may call you to discuss lower-cost settings.
Consider alternatives: Contact your provider for options	Discuss or appeal: Your provider may speak with Cigna's medical director.

Who is in charge of precertification?
If your provider is in-network, he or she will send in your precertification request.* If you decide to use an out-of-network provider, you assume responsibility for the precertification process. Your health care provider can provide guidance on how to submit the request.

How long does it take?
Once your provider has completed and submitted your paperwork, a routine review takes about five business days.** You will receive a letter with the decision (approved or denied) and the details of the decision. For more immediate notification, visit **myCigna.com**. Remember, for urgent care center and emergency room treatments, precertification is not required.

At Cigna, we're with you every step of the way. For more information, visit myCigna.com or call the number on the back of your Cigna ID card.

Together, all the way.® Cigna.

UNDERSTANDING CIGNA BEHAVIORAL HEALTH VIRTUAL COUNSELING.

We make it easy.

Have questions about accessing virtual counseling through Cigna's network of providers* or your employee assistance program (EAP)?** Start here. Should you have any additional questions, feel free to call the number on your Cigna ID card, anytime.

To connect with a virtual counselor in Cigna's network:
Go to **myCigna.com** and go to Find Care & Cost tab. Search for Virtual Counselor under Doctor by Type. If you need assistance finding a provider call 800.244.6224.

Call to make an appointment with your selected provider, like you would for a face-to-face visit.
Your provider will give you information on how to set up virtual counseling according to the technology they are using.

For EAP, go to myCigna.com and use employer ID (for initial registration): IAM

See your EAP materials or plan documents for a complete list of covered behavioral health services.

Together, all the way.® Cigna.

*CLICK ON THE NUMBERS OR IMAGES ABOVE TO ENLARGE FLYERS

EyeMed and Delta Dental Reminders



Make a Date for Your Eyes: Your Annual Exam



Getting your eyes checked can help you be the vision of health.

You may think you need an eye exam only when it's time to update your eyewear prescription. But the truth is, eye exams are about a lot more than seeing whether you need a new pair of glasses or contacts. Comprehensive eye exams play an important role in your overall wellness, and you should get one every year for optimal vision health. Besides measuring your vision, regular eye exams can help identify early signs of certain chronic health conditions, including high blood pressure, diabetes and heart disease.¹

During an eye exam, your doctor will check all aspects of your vision, including your eye's structure and how well the eyes work together. Based on the exam results, your doctor will recommend a solution that is right for your eye health and vision care needs. Annual eye exams enable your doctor to monitor the health of your eyes and track changes that can occur from year to year.¹ For example, subtle changes in the retina can be a warning sign of high blood pressure.¹

So even if you don't need vision correction, it's important to take charge of your eye care. When you get your eyes checked every year, you're helping your eyes—and possibly your whole body—stay well.

1. "8 Health Problems That Can Be Detected Through an Eye Exam", AARP, November 15, 2021, <https://www.aarp.org/health/conditions-treatments/info-2021/eye-exam-health.html>.

These materials are designed to provide general information regarding health care topics, do not constitute professional advice nor establish any standard of care, and are provided without representations or warranties of any kind. Quotations, photos and videos are not from actual patients and your experience may be different. Your treating health care professionals are solely responsible for diagnosis, treatment and medical advice. The eye care professionals in your plan are independent practitioners who exercise independent professional judgment and over whom EyeMed has no control or right of control. They are not agents or employees of EyeMed. Eye care professionals do not take the place of your physician.

*CLICK ON THE IMAGES TO ENLARGE FLYERS

DELTA DENTAL

The true cost of a cavity

It pays to get dental treatment early. Left unchecked, a small cavity can cost you thousands of dollars down the road.

Decayed tooth			Healthy tooth		
Filling \$27	Replacement filling \$33	Root canal \$244	Diagnostic and preventive care	Two dental exams and cleanings a year	Are covered at 100%!
Implant \$1,263	Extraction \$28	Crown \$320	Under most Delta Dental plans, two dental exams and cleanings a year are covered at 100%!		

You pay: \$1,911 **You pay: \$0**

1. These patient cost estimates are for illustrative purposes only and were based on national average fees for Delta Dental PPO. Your out-of-pocket expenses will depend on your plan coverage.

Delta Dental PPO is underwritten by Delta Dental Insurance Company in AL, DC, FL, GA, LA, MI, NY, NJ, OH and WI and Delta Dental of Florida in FL. Delta Dental of Illinois, CA, Delta Dental of California, PA, MD, Delta Dental of Pennsylvania, NY, Delta Dental of New York, NY, NY, Delta Dental of Colorado, IL, IN, Delta Dental of West Virginia, Inc. in TN, Delta Dental Insurance Company provides a dental provider organization (DPO) plan.

deltadentalins.com/enrollees

DELTA DENTAL

6 things a dental cleaning can do for you

1. Prevent cavities: Reduce your risk of tooth decay.
2. Stop tooth loss: Fight gum disease.
3. Brighten your smile: Remove stains from your teeth.
4. Freshen your breath: Stop odor at the source.
5. Boost your overall health: Lower your risk of systemic disease.
6. Save money: Be proactive to help avoid costly procedures down the road.

1. Chen et al. The association of tooth scaling and decreased cardiovascular disease: a nationwide population-based study. *Am J Med*. 2012;125(10):1048-55.

Our Delta Dental enterprise includes these companies in these states: Delta Dental of California, CA; Delta Dental of Pennsylvania, PA; Delta Dental of Illinois, IL; Delta Dental of New York, NY; Delta Dental of Colorado, CO; Delta Dental of West Virginia, Inc. in TN; Delta Dental Insurance Company provides a dental provider organization (DPO) plan.

deltadentalins.com/enrollees

IAM National 401(k) Plan Investment Lineup Changes

Effective February 15, 2023, the IAM National 401(k) Plan will be adding the IAM American Century Small Cap Growth Fund and the IAM Vanguard Target Retirement 2070 Trust II to its

investment lineup. Additional information from the Plan's recordkeeper, John Hancock, on these investment options will arrive in mailboxes in mid-January.

Understanding Asset Classes for Better Portfolio Diversification

We all know that diversification can be good for your portfolio because it means you're less reliant on one type of investment to do well. Beyond just having a mix of equities (stocks) and bonds, you should also consider having a mix of different investment classes within each. That way, you're exposed to multiple types of investments and ultimately creating a more well-rounded portfolio.

A CLOSER LOOK AT EQUITY DIVERSIFICATION

When it comes to equity investments, there are a few key distinctions you'll want to keep in mind: size, country, and style.

Size

One way to increase the diversification of your investments in companies is to make sure you're investing in companies of different sizes. Companies are usually broken down into three categories by size, and their size is determined by their market capitalization, or market cap for short. (That's the technical term for the value of the company.)

- A small cap stock generally has a

market capitalization of under \$2 billion.

- A medium cap stock generally has a market capitalization between \$2 billion and \$10 billion.
- A large cap stock generally has a market capitalization over \$10 billion.

Investing in all three can help diversify your portfolio because they can each experience different risk and return patterns.

Country

There are two major types of equity investments you can make when it comes to the region you're investing in: domestic and international.

If you're building a portfolio of ETFs, which give you access and exposure to hundreds of investments with a single fund, you'll also see a third category based on country: global. A global ETF is one that contains stocks from both domestic and international companies.

When you're diversifying between international and domestic investments, it's important to understand that they do differ when it comes to their risk lev-



els: International investments expose you to currency fluctuations, and some international investments are more volatile than others.

Style

There are two different investing styles you can diversify between when it comes to an ETF based portfolio: growth and value.

Growth investing aims to invest in companies that are poised to outgrow the general market, whereas value investing aims to invest in companies whose stocks are relatively cheap based on an analysis of the company and the market it operates in.

You can find ETFs that are built to track indexes that are built on each investment style, which is a great way to expose your investments to each style without having to do all of the analysis yourself.

WANT TO LEARN MORE ABOUT BOND DIVERSIFICATION?

[CLICK HERE](#)

Remember to Update Your Beneficiaries

Your account and beneficiary information is maintained separately, and must be updated separately, for each of the Funds. Please visit your account via the **Participant Self-Service (PSS)** portal or call Customer Service at 1-800-424-9608 to verify that your in-

formation is up-to-date. To learn more about this topic, check out the Journey to Retirement magazine, a special publication that releases once every decade during the IAM Grand Lodge Convention. It is available to read in full by clicking [here](#).



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