



Notice to Represented Employees who participate in the Hourly Employees Pension Plan No. 1 (Plan) at the Springfield Assembly Plant and Truck Specialty Center

In an effort to be proactive and help make your upcoming retirement process as smooth as possible, retirement kits will be automatically mailed to participants who are eligible to retire and commence their pension benefit effective **October 1, 2026**. The benefit information included in these kits will reflect your eligibility and available retirement options as of that date. If you are planning to retire on a date other than October 1, 2026, please contact NavBen@International.com.

No action is required currently

Do **not** contact the P&C Connection Network (Alight) to request a retirement kit. They are finalizing system updates to ensure that retirement kits accurately reflect the enhanced pension benefits provided under the Effects Bargaining Agreements.

If you have already received and/or submitted a retirement kit, these kits have been cancelled since they do not reflect the enhanced pension benefits.

Mailing of Retirement Kits

Your retirement kit will be automatically mailed via **United Parcel Service (UPS)** to your home address on file during the week of **August 10, 2026**.

There may be slight delay of a few days in mailing your retirement kit if your kit requires a manual calculation. A manual calculation is needed if you experienced a transfer between locals, there is a Qualified Domestic Relations Order (QDRO), or you continued to work after your required minimum distributions age (generally after age 70 ½).

Retiree Healthcare enrollment materials will be mailed separately via **U.S. Postal Service (USPS)**.

Submitting Completed Retirement Kits

Once you receive your retirement kit, please take time to review the materials carefully. After completing your retirement election forms and gathering the required supporting documents, please bring them to your local HR Office for review and submission. Do **not** submit them to P&C Connection Network (Alight). **Retirement kits must be returned no later than Friday, September 4th to ensure that you receive your pension payment on October 1, 2026** (see the "Retirement Checklist" on the back of this notice).

Questions

You can email questions at any time to NavBen@International.com. Please indicate whether you wish to set up a virtual meeting with a pension specialist.

To further assist with the retirement process, a pension specialist will be on-site **August 19th through August 21st** to answer pension questions, assist with the retirement process, and collect and review completed retirement election forms. Questions related to healthcare and other benefits provided by the Effects Bargaining Agreements should be submitted to NavBen@International.com.

Participants Not Yet Eligible To Retire ("Grow-ins")

If you are not eligible to retire and commence your pension benefit on **October 1, 2026**, you will receive a **Pension Benefit Statement** in September showing your pension benefit at the earliest retirement date under the Plan.

Thank you for your patience and understanding as these important updates are completed. We appreciate your cooperation and look forward to assisting you throughout the retirement process.

Retirement Checklist

Please review the items below and start gathering any applicable documentation now before completing your retirement forms.

Please bring your completed forms and supporting documents with you when the WHQ representative visits the plant in late August. Having all required information ready will help ensure timely processing of your retirement benefit.

☐ **Marital Status**

If you are married, you will need to provide the following information: **Spouse Full Name, Spouse SSN, Spouse Date of Birth, Date of Marriage.**

You will also need to provide a copy of your marriage certificate and your spouse's birth certificate. If a birth certificate is unavailable, one of the following documents may be submitted:

- Passport, Driver's license, Military record, Naturalization papers, Baptismal certificate, Certified school age record, Life insurance contract, State-issued identification card, Marriage certificate

☐ **Qualified Domestic Relations Order (QDRO)**

Are you aware of any current or pending court order (QDRO) that may provide a former spouse or other eligible dependent with a portion of your pension benefit?

☐ Yes – Please provide a copy of the QDRO.

☐ No

☐ **Social Security Disability Benefits**

Are you currently receiving Social Security Disability Insurance (SSDI) benefits from the Social Security Administration?

☐ Yes – Please provide a copy of your SSDI award letter.

☐ No

Before submitting your retirement paperwork, please ensure that you have:

☐ Completed your **Pension Choices Form (PCF)**

☐ Signed and dated all required forms

☐ Included copies of all applicable supporting documents

☐ Completed the **Direct Deposit Authorization Form** and included a **copy of a voided check.**

Note: The most common issue found with retirement kits is difficulty reading numbers on the Direct Deposit Authorization Form. To avoid this issue, we are asking for a copy of a voided check.

☐ Completed all required **tax withholding forms**