



Roth 401(k) is coming!

October 2015

Dear ILWU-PMA Savings (401(k)) Plan Member,

We are pleased to announce that on January 1, 2016, the ILWU-PMA Savings (401(k)) Plan will offer a new Roth contribution option.

With the addition of this new Roth 401(k) feature, you will have another choice on how to save for your retirement – which includes the potential to earn income tax-free growth and tax-free withdrawals (provided certain requirements are met)*.

Please note that annual IRS limits apply to both pretax 401(k) and after-tax Roth 401(k) contributions, or a combination of contributions to both options. **You may wish to consult with your tax advisor before making Roth 401(k) contributions.**

For more information on this additional savings option, please review the enclosed fact sheet or **call 1-800-761-ILWU (1-800-761-4598) Monday through Friday, between 5 a.m. to 9 p.m. Pacific time to speak with a Fidelity Representative.** You may also **go online to access Fidelity NetBenefits at www.netbenefits.com** to elect or change your deferral amount(s).

Sincerely,

Fidelity Investments

* A distribution from a Roth 401(k) is tax free and penalty free, provided the five-year aging requirement has been satisfied and one of the following conditions is met: age 59½, disability, or death.

Fidelity Brokerage Services LLC, Member NYSE, SIPC, 900 Salem Street, Smithfield, RI 02917

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