



## International Union of Operating Engineers Local 4 Annuity and Savings Plan

### To All Participants in the Annuity and Savings Plan,

Please be informed that effective January 1, 2013, the Board of Trustees of the International Union of Operating Engineers Local 4 Annuity and Savings Plan will be increasing the quarterly administrative fee that is deducted from participants' accounts by \$5 from \$15 to \$20 per quarter. The administrative fee for the first quarter of 2013 will be deducted in the month of March.

The additional fees that are collected will be used to offset administrative expenses of the Annuity and Savings Plan.

### Important Loan Program Information

Effective January 1, 2013, the interest rate on new loans will be the prime rate as published in the Wall Street Journal (currently 3.25%) plus 2 percentage points, or 5.25%. This only impacts new loans that are initiated after January 1st and does not change the interest rate on any existing loans already outstanding. As a reminder, the Annuity and Savings Plan loan program does not offer refinancing on any loans. This has been in place since the loan program began.

Should you have any questions regarding any of the information above please contact the Benefit Funds Office at 1-508-533-1400 x141 or MassMutual at 1-800-743-5274.

