

September 15, 2008

## **USW LOCAL 6787 HOURLY EMPLOYEES 401(k) Plan – Signing Bonus Deferral Opportunity**

- New labor agreement with the USW – Arcelor/Mittal provides for a one-time \$6,000 signing bonus to eligible employees.
- This will be paid after ratification of the Agreement.
- You may elect to defer from 0% - 100% (in whole %) of the \$6,000 signing bonus into the Hourly 401(k) Plan on a before tax basis. Annual IRS limits apply.
- Please ensure your **Special Employee Contribution** deferral election (same as used for profit sharing) on record with Fidelity is correct. *Any election or change you may wish to make needs to be in the system no later than OCTOBER 2<sup>nd</sup>*. Verification changes can be made by telephoning Fidelity at 1-800-354-6551 or online at [www.401k.com](http://www.401k.com).

**NOTE: YOUR PROFIT SHARING DEFERRAL ELECTION % WILL BE APPLIED TO THE SIGNING BONUS UNLESS YOU CHANGE IT BEFORE OCTOBER 2, 2008.**

Paul Gipson, President  
Local Union 6787 ~ USW

