



Employee Benefits

HEALTH AWARENESS INITIATIVE PAYMENTS FOR ACTIVE EMPLOYEES

One of the benefits for those employees and spouses who participated in a wellness exam and qualified under the Health Awareness Initiative is a cash payment. **The date of the payment will be March 23, 2017.** This will be treated the same as a bonus check. You also have the option to defer all or a percentage of your payment to the Hourly 401(k) Plan.

For those wishing to defer their payment, please follow the procedure described below:

You may call the ArcelorMittal 401(k) Plan Service Center at 1-800-354-6551 to elect to defer all or a portion of your Health Awareness Initiative Payment (1- 100%), or you may go online at www.401k.com and select the Special Deferral Percentage under Contributions and input the percentage you wish to defer.

Online procedure:

- 1) Log in to NetBenefits at www.401k.com; need SSN and password
- 2) Open "Quick Links" tab, then "Contribution Amount" tab
- 3) Open "Contribution Amount and Catch-up Contributions" link
- 4) Update "**SPECIAL DEFERRAL PRCTGE**" with your desired percentage
- 5) Click on "Change Contribution Amount" box. After reviewing your percentage change, be sure to click "Submit".

Please note: *If you wish to elect a deferral to your Hourly 401(k) Plan, your election should be made as soon as possible to be applied to your Health Awareness Initiative Payment.*

If you previously elected a Special Deferral Percentage for prior profit sharing payments, that percentage will be applied to your Health Awareness Initiative Payment unless you change the percentage election. If you do not wish to defer your Health Awareness Initiative Payment and you have a Special Deferral Percentage election already on record with Fidelity, you must change your Special Deferral Percentage election to zero. Remember to change it back for future bonuses and profit sharing.