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Jacksonville, Fl. 32219

JMA-ILA Pension & Welfare Fund
C/o Erwin Lax - Administrator
9550 Regency Square Blvd - Suite 401
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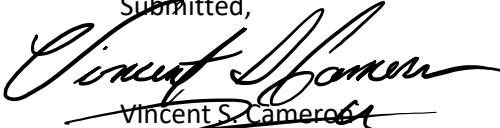
Re: Royalty Fund Eligibility Modifications

Mr. Lax,

In March of 2021, I sent a communication to the JMA-ILA Pension, Welfare & Royalty fund outlining my concerns with a major modification that was on the horizon. I am again communicating with you my concerns about the Royalty eligibility modifications that the Trustees are considering for application to the 2022-2023 Royalty payout. As in the March 2021 communication, I find it to be disingenuous for this Fund to fail to bring this material change to the participants prior to implementation. The material change that this board is considering is requiring some of the previously eligible royalty participants to increase their fiscal year hours in order to be eligible for a royalty. I am aware that this is a trend that is taking place throughout the ILA. In addition to this observation, I would also point out that where these changes have occurred, ample prior notification has been the *order of the day!* Proper notification affords the participants the opportunity to weigh in on the change or at the very least adjust their approach to the work in order to reach the new hours threshold.

This fund has seriously handicapped the pool of eligible participants by failing to communicate with the participants in advance of this change. I am disappointed in this fund's handling of this matter. The past participants should not hear about this through the "rumor" mill. This Fund and its trustees have an obligation to provide proper notification and in some cases a presentation in advance of major material changes. It is additionally my understanding that the participants have circulated a petition requesting that this action be nullified.

Mr. Lax, the JMA-ILA Royalty fund should not move forward with this action. If it is the trustee's intent to move forward with this action, the least this Fund should do via its trustees is to suspend this action at least a year to provide adequate notification of this new application.

Submitted,

Vincent S. Cameron
Participant JMA-ILA P & W