

**STA-ILA PENSION PLAN  
SUMMARY OF MATERIAL MODIFICATIONS  
(Modification #2 to October 1, 2021 SPD Restatement)**

The Trustees are pleased to announce improvements to the **STA-ILA Pension Plan** (the “Plan”). This notice explains the changes in the information presented in your Summary Plan Description (sometimes called an “SPD”). You should:

- Read this notice carefully, and if you have any questions, contact the Plan Administrator at (410) 633-9311.
- Keep this notice with your Summary Plan Description.

When is this amendment effective? The amendment is effective October 1, 2021.

Who is affected by the amendment? Participants who are not in pay status and who have earned pension credits after September 30, 2021.

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**I. AMOUNT OF NORMAL RETIREMENT PENSION**

For retirements on or after October 1, 2021, the normal retirement benefit is equal to the sum of:

- \$190 a month times the number of Full Pension Credits earned before October 1, 2022;
- \$98 a month times the number of Full Pension Credits earned on or after October 1, 2022;
- \$95 a month times the number of Reduced Pension Credits earned; and
- \$95 a month times the number of Half Pension Credits earned.

NOTE: This increase does not apply to benefits that accrue under the former STA-WGA Pension Plan design.

Please place this in your SPD Booklet for handy reference and safekeeping.

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**Sincerely,**

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February 2023**

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