

**STA-ILA PENSION PLAN  
SUMMARY OF MATERIAL MODIFICATIONS  
(Modification #4 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, 2024.

Who is affected by the amendment?

- Participants who did not earn a Full Pension Credit as of September 30, 2024 but earned at least 400 Hours of Service for the period of October 1, 2023 through September 30, 2024.

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**I. KEY BRIDGE SERVICE ADJUSTMENT**

A Full Pension Credit will be awarded to a Participant, who has not incurred a Permanent Break in Service as of September 30, 2024, provided the Participant earned at least 400 Hours of Service during the period of October 1, 2023 through September 30, 2024.

Prior to this change, a Participant working less than 1,000 Hours of Service during the period of October 1, 2023 through September 30, 2024, would not earn any Pension Credits. After this change, a Participant working at least 400 Hours of Service during the same period will be granted a Full Pension Credit.

For example: If you work 450 Hours of Service during the period of October 1, 2023 and September 30, 2024, you will receive one Full Pension Credit.

Before the change, if you worked 450 Hours of Service during the period of October 1, 2023 and September 30, 2024, you would not have received a Full Pension Credit for that period.

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

**The members of the Board of Trustees are on the following two pages.**

Sincerely,

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