

**STA-ILA BENEFITS TRUST FUND
FOR ACTIVE EMPLOYEES**

**SUMMARY OF MATERIAL MODIFICATIONS
(Modification #3 to October 1, 2021 SPD Restatement)**

The Trustees hereby announce the following changes to the Scholarship Benefit Levels under the **STA-ILA Benefits Trust Fund** (the “Plan”). This notice explains the changes made to the information contained in your current Summary Plan Description (referred to as 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 in a safe place along with a copy of your Summary Plan Description for handy reference.
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Increase to Scholarship Amounts

Scholarships are monetary awards granted by the Trustees to be used by Employees and their eligible Dependents for studies leading to associate or bachelor degrees at the college level, or business and trade schools above the high school level.

The Trustees are pleased to announce that, effective for the 2025-2026 academic year, scholarship benefit levels will increase by 100%. This means that the new amount will be \$4,000 per semester (\$8,000 per academic year). A scholarship recipient’s award shall now be increased to \$5,000 per semester (\$10,000 per academic year) for the academic year immediately following a full academic year in which the recipient achieved a grade point average (GPA) of 3.0 or better in each semester.

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

Sincerely,

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November 2025**

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