

**STA-ILA PENSION PLAN
SUMMARY OF MATERIAL MODIFICATIONS
(Modification #6 to October 1, 2021 SPD Restatement)**

The Trustees are pleased to announce an improvement to the **STA-ILA Pension Plan** (the “Plan”). This notice explains the change made to the information included in your Summary Plan Description (“SPD”).

The amendment applies to Participants who are not in pay status and who have earned pension credits after September 30, 2024.

We encourage you to read this notice carefully. If you have any questions about this notice or your pension benefits, contact the Plan Administrator at (410) 633-9311.

I. AMOUNT OF NORMAL RETIREMENT PENSION

Effective October 1, 2024, for retirements on or after October 1, 2024, the normal retirement benefit is equal to the sum of:

- \$210 a month times the number of Full Pension Credits earned before October 1, 2025;
- \$98 a month times the number of Full Pension Credits earned on or after October 1, 2025;
- \$105 a month times the number of Reduced Pension Credits earned; and
- \$105 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.

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

Sincerely,

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November 2025**

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