

**SUMMARY OF MATERIAL MODIFICATIONS  
TO THE  
MEBA 401(K) PLAN**

**BOARD OF TRUSTEES APPROVES**

**MATCHING CONTRIBUTIONS FEATURE FOR NEW  
COLLECTIVELY-BARGAINED EMPLOYERS**

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**AFTER-TAX CONTRIBUTIONS**

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**ROLLOVER FEATURES**

At their October, 2003 meeting, the Board of Trustees amended the MEBA 401(k) Plan to make the following changes:

1. Effective August 1, 2003, the MEBA 401(k) Plan has been amended to permit newly-bargained employers to make matching contributions to the MEBA 401(k) Plan on behalf of collectively-bargained employees.
2. Effective August 1, 2003, Sections 1.01A and 1.01B of the MEBA 401(k) Plan have been added to permit MEBA 401(k) Plan Participants to make nonforfeitable after-tax contributions to the MEBA 401(k) Plan.
3. Newly-added section 3.05A of the MEBA 401(k) Plan requires nondiscrimination testing of after-tax contributions by non-collectively-bargained employees in compliance with federal law. Highly Compensated Employees who are not collectively-bargained employees will have their contributions returned to them (together with investment earnings) in years that their contributions are in excess of federal limits.
4. Effective August 1, 2003, section 3.02A of the MEBA 401(k) Plan has been added to allow the rollover of tax-deferred retirement funds from retirement plans and traditional individual retirement accounts into the MEBA 401(k) Plan. After-tax contributions can be rolled over from after-tax

accounts of retirement plans as well.

5. Effective January 1, 2003, Section 4.06A of the MEBA 401(k) Plan has been added to comply with new federal regulations. These regulations concern required minimum distributions that “defined contribution” retirement plans, such as the MEBA 401(k) Plan, must make to participants commencing after an employee attains age 70-1/2. These rules clarify that:

- The MEBA 401(k) Plan calculations for required minimum distributions will use a simplified Uniform Lifetime Table for unmarried Participants and a Joint and Last Survivor Table for married Participants where the spouse is the sole designated Beneficiary. These changes will reduce the complexity of calculating required minimum distributions, but will have no impact on the calculation of accrued benefits.
- If a Participant dies after required minimum distributions commence, the minimum amount that the designated beneficiary will receive will be calculated over the longer of the Participant’s remaining life expectancy or that of the beneficiary. Under the previous federal regulation, such distributions occurred over a 5-year period.
- If a Participant dies before required minimum distributions commence, the designated beneficiary will receive distributions calculated over the remaining designated beneficiary’s life expectancy. Under the previous regulation, such distributions occurred over a 5-year period.

Please contact the Plan Office if you have any questions.

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Allen R. Szymczak, Administrator

January 23, 2004