



MEBA Benefit Plans

Safeguarding MEBA Members and Families

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MEBA PENSION TRUST – 401(K) PLAN SUMMARY OF MATERIAL MODIFICATIONS

This Summary of Material Modifications advises you of changes in the information contained in the MEBA Pension Trust – 401(k) Plan Summary Plan Description (“SPD”), as required by the Employee Retirement Income Security Act of 1974. The Trustees of the MEBA Pension Trust – 401(k) Plan (the “Plan”) have amended the Plan with respect to: (i) hardship withdrawals due to Hurricane Harvey and Hurricane Irma; (ii) changes to hardship withdrawals as permitted by the Bipartisan Budget Act of 2018; and (iii) to clarify the forfeiture provision for uncashed checks and payments due to missing Participants and Beneficiaries. The SPD will be changed as described below:

HURRICANE HARVEY AND HURRICANE IRMA HARDSHIP WITHDRAWALS

Effective August 23, 2017, the Trustees amended the Plan to adopt special hardship withdrawal rules for Participants affected by Hurricane Harvey, and effective September 4, 2017, for Participants affected by Hurricane Irma.

Accordingly, the following subsection is added to the section entitled “Withdrawals During Covered Employment” after the SPD subsection entitled “Hardship Withdrawals” on page 18:

Special Rules for Hurricane Harvey and Hurricane Irma Hardship Withdrawals

The Plan has adopted special hardship withdrawal rules if you, or certain family members or dependents, were affected by Hurricane Harvey and/or Hurricane Irma. These rules apply only to withdrawals made between August 23, 2017, and January 31, 2018, for hardships arising from Hurricane Harvey and to withdrawals made between September 4, 2017 and January 31, 2018 for hardships arising from Hurricane Irma. These special rules will only apply if, during the periods specified, your principal residence or place of employment was located in one of the Texas counties identified for individual assistance by the Federal Emergency Management Agency due to devastation caused by Hurricane Harvey, or Hurricane Irma, as applicable.

You are also eligible to apply for a hardship under this special rule if the principal residence or place of employment of your lineal ascendant or descendant, dependent or spouse was located in one of the Texas counties identified for individual assistance by the Federal Emergency Management Agency because of the devastation caused by Hurricane Harvey, or Hurricane Irma, as applicable.

Under these special rules, the reason for the hardship is not limited to the reasons listed in the section above entitled “Hardship Withdrawals”, but may include for example, expenses you incur for food, shelter, or the repair or replacement of a principal residence due to devastation caused by Hurricane Harvey or Hurricane Irma.

Also, you will not need to provide documentation that the withdrawal is necessary prior to approval of your request for a withdrawal and you will not be required to suspend making contributions to the Plan for six months after the withdrawal.

BIPARTISAN BUDGET ACT OF 2018

Effective January 1, 2019, the Trustees amended the Plan’s rules regarding hardship withdrawals to permit hardship withdrawals on amounts credited as earnings on Elective Contributions, to eliminate the need to take a Plan loan prior to taking a hardship withdrawal and the 6-month suspension of Elective Contributions following a hardship withdrawal, as permitted by the Bipartisan Budget Act of 2018.

Accordingly, the first paragraph of the subsection entitled “Hardship Withdrawals” on page 18 of the SPD is replaced with the following paragraph:

Upon twenty-one (21) days prior written notice to the Plan Office, you may take a hardship withdrawal from your Pre-Tax Elective Contributions account and Designated Roth Contributions account, (including your investment earnings) at any time if you need to use the money due to a bona fide immediate and heavy financial need. The amount of your hardship withdrawal is limited to the amount of the financial need, plus income and penalty taxes on the amount withdrawn.

The following paragraph, paragraph two (2) of the subsection entitled “Hardship Withdrawals” on page 18 of the SPD, is deleted:

If you take a hardship withdrawal, your contributions to the Plan will be suspended for six months after the withdrawal.

Paragraph four (4) of the subsection entitled “Hardship Withdrawals” on page 18 of the SPD is replaced with the following paragraph:

You may only take one hardship withdrawal in any 12 consecutive month period. You may not take a hardship withdrawal if you are eligible to take any other kind of withdrawal or distribution from this Plan or any other plan you participate in. The minimum hardship withdrawal amount is \$1,000 (or your entire account balance, if less). All hardship withdrawals over \$1,000 must be in \$100 increments.

UNCASHED CHECKS AND PAYMENTS
DUE TO MISSING PARTICIPANTS

Effective January 1, 2018, the Trustees amended the Plan regarding the treatment of uncashed checks and payments due to missing participants and beneficiaries. The Plan has been amended to document the process that applies when, after a reasonable effort is made to locate a person to whom benefits are payable, or for whom an uncashed check is outstanding, the person is not located or the check remains uncashed.

A new subsection entitled “Uncashed Checks and Payments Due to Missing Participants and Beneficiaries” is added immediately follow the heading “Applying for Distribution of Your Account” on page 17, with an effective date of January 1, 2018, to read as follows:

Uncashed Checks and Payments Due to Missing Participants

If you or your beneficiary become eligible for benefits under the Plan, and the Plan Office is unable to locate you or your beneficiary after making a reasonable effort, the account otherwise payable will be forfeited as of the end of the Plan Year that follows the Plan Year in which the benefits first became payable.

Similarly, if a check is issued to you or your beneficiary but remains uncashed, and the Plan Office is unable to locate you or your beneficiary after making a reasonable effort, (or if the person to whom the benefit is payable is located but fails to cash the check), the uncashed check will be forfeited as of the end of the Plan Year that includes the twelfth month after the date such check was issued.

The Plan will keep a record of the undeliverable benefit amount (or uncashed check amount) and if the person to whom the undeliverable amount or uncashed check makes proper claim for such amounts, the Plan will pay such amounts to the person, but without interest.

If you have any questions regarding these changes, contact the Pension Department at the Plan Office by calling 410-547-9111 or 800-811-6322. Keep this notice with your SPD so that when you refer to the SPD, you will be reminded of the change described in this notice.



Ann S. Gilchrist, Administrator