

**AMENDMENT NO. 25-1  
TO THE  
RULES AND REGULATIONS  
OF THE MEBA 401(K) PLAN**

At their November 14, 2024 meeting, the Trustees of the MEBA 401(k) Plan (the “Plan”) amended the Plan’s Rules and Regulations effective as of January 1, 2025 to clarify that for Participants that will attain age 60 – 63 during a Taxable Year, the Plan will permit catch-up contributions up to the applicable dollar limit for participants who will attain age 50 during the Taxable Year, as determined under Section 414(v)(2)(C) of the Code, without regard to the adjusted dollar limit permitted under by Internal Revenue Code Section 414(v)(2)(E) for Participants age 60-63.

1. Plan Section 3.01(b) shall be amended to read as follows (new language shown in ***bold italics***):

- (b) Commencing with the Plan Year in which a Participant attains age 50 ***and continuing thereafter***, a Participant shall be eligible to elect to have the Employer reduce their Earnings and contribute catch-up Elective Contributions and catch-up Designated Roth Contributions in the aggregate up to the dollar limit determined by Code Section 414(v)(2)(C). Such catch-up contributions shall not be taken into account for purposes of the limit on Elective Contributions under Code Section 402(g), the defined contribution limit under ARTICLE VIII and the determination of whether the Plan is a Top-Heavy Plan under ARTICLE X. The Plan shall not be treated as failing to satisfy the annual limit on Elective Contributions under (a) above by reason of making such catch-up Elective Contributions. For purposes of the subsection, a Participant shall be deemed to have attained age 50 if he is projected to turn age 50 before the end of the Taxable Year, whether or not he dies or terminates employment before reaching age 50 during the Taxable Year. ***For the avoidance of doubt, a Participant that reaches age 60 – 63 during the Taxable Year shall be subject to the same annual dollar limit as applies to a Participant who attains age 50 in that Taxable Year, without regard to the adjusted dollar limit described under Code Section 414(v)(2)(E).***

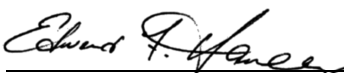
Adopted in Principle: November 14, 2024

Language Approved: February 26, 2025

CHAIRMAN

  
\_\_\_\_\_  
Adam Vokac, Chairman

SECRETARY

  
\_\_\_\_\_  
Edward Hanley, Secretary