



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 (“SMM”) advises you of changes in the information contained in the Summary Plan Description (“SPD”) for the MEBA 401(k) Pension Trust – 401(k) Plan (“Plan”), as required by the Employee Retirement Income Security Act of 1974, as amended.

The Plan has been amended to permit Participants to take (i) Qualified Disaster Recovery Distributions, (ii) Domestic Abuse Victim Distributions; and (iii) Terminal Illness Distributions, as set forth below.

On page 24 of the SPD, the following language is added following the “Qualified Reservist Distribution” section.

Qualified Disaster Recovery Distribution

Effective January 1, 2025, even if you have not attained age 59 ½, if your principal residence is located in an area where a Qualified Disaster has been declared and you experience an “economic loss” as a result of that Qualified Disaster, you may take a Qualified Disaster Recovery Distribution of up to the lesser of (i) \$22,000 or (ii) the balance of your account. You must request the distribution within 180 days of the “applicable date” of the Qualified Disaster.

For this purpose, a “Qualified Disaster” means any disaster with respect to which the President of the United States has declared a major disaster under section 401 of the Stafford Act occurring on or after December 27, 2020. The “applicable date” means the latest of the following three dates: (A) December 29, 2022, (B) the first date of the period specified by FEMA as the period during which such disaster occurred; and (C) the date the Qualified Disaster is declared under the Stafford Act. An “economic loss” includes, but is not limited to, loss, damage to, or destruction of real or personal property from fire, flooding, looting, vandalism, theft, wind, or other cause, loss related to displacement from the individual’s home, or loss of livelihood due to temporary or permanent layoffs.

You may repay all or, a part of the distribution to the Plan within three (3) years of taking the Qualified Disaster Recovery Distribution. The repayment will be considered a rollover to the plan and will not count towards your annual contribution limits to the Plan.

Please note, Qualified Disaster Recovery Distributions are not subject to the 10% early withdrawal penalty tax that otherwise applies to distributions prior to your attainment of age 59 ½, and you may include the income reported to you in equal amounts over a three (3) year period.

Qualified Disaster Recovery Distributions may not to be rolled over to another eligible retirement plan. However, you may repay amounts you receive as a Qualified Disaster Recovery Distribution

to the Plan within three (3) years of receiving the distribution. The repayment will be treated as a rollover contribution into the Plan.

Domestic Abuse Victim Distribution

Effective June 25, 2025, even if you have not attained age 59 ½, you may request a distribution from your account within a one-year period of the date on which you experience domestic abuse by a spouse or domestic partner). Domestic Abuse Victim Distributions may not exceed the lesser of (i) \$10,000 (as adjusted for inflation) or (ii) 50% of your vested account balance (determined as of the date of the distribution). “Domestic abuse” means, for this purpose, physical, psychological, sexual, emotional, or economic abuse, including efforts to control, isolate, humiliate, or intimidate the victim or to undermine the victim’s ability to reason independently, including by means of abuse of the victim’s child or another family member living in the household. To the extent permitted by law, the Plan Administrator may rely on your written self-certification that you are eligible to receive a distribution under this Section.

Domestic Abuse Victim Distributions are not subject to the 10% early withdrawal penalty tax that otherwise applies to distributions prior to your attainment of age 59 ½.

Domestic Abuse Victim Distributions may not to be rolled over to another eligible retirement plan. You may repay amounts you receive as a Domestic Abuse Victim Distribution to the Plan within three (3) years of receiving the distribution. The repayment will be treated as a rollover contribution into the Plan.

Terminal Illness Distribution

Effective June 25, 2025, if you are both (i) Terminally Ill and (ii) otherwise eligible for a distribution from the Plan, you may request a distribution of otherwise eligible amounts from your account as a Terminal Illness Distribution. To be considered “Terminally Ill”, your physician must certify to the Plan that you have an illness or condition that can reasonably be expected to result in death in 84 months or less after the date of the certification. Terminal Illness Distributions are not subject to the 10% early withdrawal penalty tax that otherwise applies to distributions prior to your attainment of age 59 ½.

Terminal Illness Distributions may not to be rolled over to another eligible retirement plan. You may repay to the Plan all or a part of the amounts you receive as a Terminal Illness Distribution within three (3) years of taking the distribution. The repayment will be treated as a rollover contribution into the Plan.

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.



Patricia Kelly, Executive Director