

Summary of DC Plan Changes

Old Plan Documents:

Union Plan

- 8% employer contribution

Both Plans

- Membership begins on the first day of employment

- Default employee contribution is 0%

New Plan Documents:

Union Plan

- 9% employer contribution (9/15/24)
- 10% employer contribution (12/01/27)

Both Plans

- Membership begins the earlier of:
 - Date election paperwork is filed
 - 60th day of employment

- Default employee contribution is 5% as of December 1, 2024