

**Twin City Hospital Workers Pension Plan*****SUMMARY OF MATERIAL MODIFICATION*****PLAN CHANGES TO SUMMARY PLAN DESCRIPTION BOOKLET****RATE INCREASE TO FUTURE SERVICE BENEFIT**

The Plan was amended to increase the benefit level for hours worked on and after January 1, 2024 for purposes of calculating your Future Service Benefit. The change in benefit amount will not apply to any Future Service Benefits earned for hours worked prior to January 1, 2024. This change allows the Plan to remain fiscally responsible while also providing for an increased benefit to active plan participants on a go-forward basis.

The following schedules show the benefit levels used during current and recent years:

<u>Date of Retirement Or Termination</u>	<u>Monthly Benefit Per Year of Future Credited Service</u>
Prior to January 1, 2007	See historical plan documents
January 1, 2007 – April 30, 2014	\$27.00
May 1, 2014 – December 31, 2014	\$27.50
January 1, 2015 – December 31, 2016	\$28.00

After January 1, 2017, the benefit level is based on the year in which hours are worked:

<u>Date of Hours Worked On or After January 1 of Pertinent Year</u>	<u>Monthly Benefit Per Year of Future Credited Service</u>
January 1, 2017 – December 31, 2018	\$29.00
January 1, 2019 – December 31, 2020	\$31.00
January 1, 2021 – December 31, 2022*	\$32.00
January 1, 2022 – December 31, 2023*	\$33.00
January 1, 2023 – December 31, 2023	\$34.00
January 1, 2024 and onward	\$35.00

\*Per the terms of prior amendments to the Plan, the Trustees of the Plan will evaluate the Plan's financial performance prior to December 31, 2025 and again prior to December 31, 2026 to determine the rate applicable as to hours worked on a go forward basis. Although not expected, the Plan may decrease the rate going forward if needed in the event the Plan's funding status drops. Any such reduced rate may decrease by \$1.00 for hours worked during 2026 and after, and potentially be reduced an additional \$1.00 for hours worked starting in 2027. Those changes, however, may not occur.

The following examples illustrate how the above benefit levels are applied:

**Example 1:** A Participant retires in 2025 but his last hours worked were in 2016. The Participant's Future Service Benefits for all years will be paid using the rate in effect for 2016 – i.e. \$28.00 per year of Future Credited Service.

**Example 2:** A Participant has 12 years of Future Credited Services, which began in 2012. The Participant performs hours of service up until retirement in October 2024. The Participant's Future Service Benefits for hours worked from 2012 through 2016 will be paid using the \$28.00 rate. The Future Service Benefits earned for hours worked between January 1, 2017 and December 31, 2018 will be paid using the \$29.00 rate; the Future Service Benefits earned for hours worked between January 1, 2019 and December 31, 2020 will be paid using the \$31.00 rate; the Future Service Benefits earned for hours worked between January 1, 2021 and December 31, 2021 will be paid using the \$32.00 rate; the Future Service Benefits earned for hours worked between January 1, 2022 and December 31, 2022 will be paid using the \$33.00 rate; and the Future Service Benefits earned for hours worked between January 1, 2023 and December 31, 2023 will be paid using the \$34.00 rate; and the Future Service Benefits earned for hours worked from January 1, 2024 up to retirement in October 2024 will be paid using the \$35.00 rate.