

PENSION PLAN BENEFITS

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HRSA-ILA PENSION PLAN **SUMMARY PLAN DESCRIPTION**

The HRSA-ILA Pension Plan is frozen as of October 1, 2025. If you were hired on or after October 1, 2025, or if you were hired prior but never earned a Pension Plan vesting credit as of October 1, 2025, you are not eligible to participate in the Plan.

There are few goals of greater long range importance to you and your family than providing for retirement security. Since 1950 the Hampton Roads Shipping Association-International Longshoremen's Association (HRSA-ILA) has maintained a pension plan to help its employees provide for that security.

This booklet gives a summary in informal language of the principal features of the Plan.

Highlights of the Plan below are followed by a description of the Plan in more detail. After the Plan description is a series of questions and answers that are aimed at answering questions that are asked most often by Plan participants. At the end of the booklet are sections on Social Security and Plan administration. Please read this booklet carefully and discuss its contents with your spouse. If any details are not clear or if you have any questions, please feel free to contact the Administrative Office of the Pension Plan.

This description of your Pension Plan summarizes the official Plan documents. We have tried to write this summary in clear, understandable and informal language. However, you should refer to the official Plan documents for more information about your benefits.

In the event of conflict between the information in this summary and the official Plan documents, the Plan documents will govern.

HIGHLIGHTS

Your HRSA-ILA Pension Plan provides you with:

- a monthly income for life when you retire;
- normal retirement at age 62 or, if later, 5 years after the beginning of the contract year in which your first year of benefit service was earned;
- early retirement prior to age 62 beginning when your age plus your years of vesting service add up to 80 or more;
- disability retirement after reaching age 40 with at least 15 years of vesting service;
- the right to future pension benefits after five years of vesting service;
- benefits in the event of your death payable to your surviving spouse under certain conditions;

These important features are explained in more detail on the following pages.

Future Plan Adjustments:

Any future Plan adjustments required to comply with the law shall supersede this Summary Plan Description. Please review your Summaries of Material Modifications and other notices from the Fund Office for future changes.

ELIGIBILITY AND ACTIVE PARTICIPATION **IN THE PLAN**

When you begin working under the collective bargaining agreement determines when you become a participant of the Plan. Generally, you receive credit for each hour of service while you are employed in the longshore industry in the Port of Virginia prior to October 1, 2025. (See

page 20 of the Welfare Fund Benefits Section for the description of “employment in the industry.”)

If you began employment in the industry before October 1, 2013 your participation in the Plan starts at the beginning of the contract year during which you completed 500 hours of service. A contract year begins on October 1 of one year and ends on September 30 of the next year.

If your employment began after September 30, 2013, you will not begin to accrue Benefit Service in the Plan until you have worked 1000 hours during your first 12 months of employment. If you do not work 1000 hours during your 12 months, later periods are measured by contract year; that is, from October 1 of one year to September 30th the next.

If your employment began on or after October 1, 2025, you will not become a participant in the Plan.

Prior to October 1, 2025 all employees received a year of Benefit Service for working 1000 hours in a contract year. Employees whose employment in the industry began before October 1, 2013 and employees who started after that time who worked 1000 hours in their first 12 months, or a contract year thereafter, received one-half year of Benefit Service for working 500 hours during a contract year. Once you earn five years of Benefit Service—either half-years or full years—you become “vested” and are entitled to receive a retirement benefit from the Plan even if you later terminate employment in the industry.

NOTE: If you do not earn sufficient years of Benefit Service, or if your years of Benefit Service are forfeited under break-in-service rules described on page 36, then you will not be entitled to receive a retirement benefit for those years.

Vesting Service

This is the service used to determine whether or not you are entitled to a pension benefit after you leave employment in the industry. You become vested in the Plan when you have 5 years of Benefit Service (either half-years or full years). You may also become “vested” if you reach your normal retirement date under the Plan, even if you do not have 5 years of Benefit Service (unless your years of service are forfeited under the break-in-service rules). Employees hired on or after October 1, 2025 are not eligible to earn Vesting Service.

You are considered a vested terminated participant if, after becoming vested, you complete less than 500 hours of service in each of two consecutive contract years. If you are a vested terminated participant, you are not entitled to disability retirement benefits unless you stopped working as a result of an illness which began before you turned 40 and while you were still employed in the industry. However, your spouse may be eligible to receive a benefit in the event of your death before retirement. Your status as a vested terminated participant will end if you return to work in the industry for at least 500 hours of service in a contract year, and your status as an active participant will be restored as of the beginning of that contract year.

Credits Toward Benefit Service

In addition to receiving credits toward Benefit Service for your work hours, under certain circumstances you may receive credits during times that you are unable to work, as follows:

- *Work Related Injuries:* Employees who receive temporary total or temporary partial workers’ compensation benefits receive prorated credit for the purpose of determining eligibility. The amount of the credit depends on the number of work hours/credits you accrued in the immediate prior year. You will only receive credits for the weeks you actually receive workers’ compensation benefits. In some cases credit hours will be reduced if the compensation payments you receive are reduced in order to increase the duration of time you receive workers’ compensation.
- No credit hours are granted for permanent total or permanent partial workers’ compensation disability benefits or for lump sum workers’ compensation settlements.

- The Board of Trustees has the right under the Collective Bargaining Agreement to deny or reduce credit hours if you reach a worker's compensation settlement that artificially attempts to increase the amount of credit hours received.
- *Military Service:* If you are an eligible employee who qualifies under the Uniformed Services Employment and Reemployment Rights Act of 1994 ("USERRA"), and you serve in the uniformed services of the United States, you may receive credit under USERRA for the time spent in the uniformed services provided you apply for covered employment in the longshore industry in Hampton Roads in a timely manner (as defined by USERRA) after your separation from military service.

Effective October 1, 2025, Benefit Service will only apply toward Vesting Service to determine eligibility for a benefit.

Breaks in Benefit Service

Any Plan year during which you earn less than five hundred hours of benefit service is considered a break in service.

In determining the amount of your pension benefit and whether you are "vested," Federal law provides that the Plan may consider certain gaps or periods during your work history when, for whatever reason, you did not work a sufficient number of hours (or receive eligibility credits) to get a full or one-half year of Benefit Service. A gap in your continuous service is called a "break in service." You will have a one year break in service if you complete less than 500 hours of service during the contract year. If you have breaks in service before becoming vested, the service you have earned before the breaks will be forfeited if the number of consecutive breaks in service equals or exceeds five years.

If you are rehired after a break in service, your prior Benefit Service may be restored if:

- you complete 500 hours of service or more in a contract year following your rehire; and
- you are rehired before you have five consecutive years of breaks in service.

If you terminate employment after becoming vested but before you become eligible for retirement, you are entitled to a deferred monthly pension. This benefit is based on the benefit formula in effect for the last contract year in which you were credited with a year of eligibility service, unless you have more than two breaks in service in the seven Plan years including or immediately preceding your retirement date. When this occurs, your pension benefit will be based on the benefit rate in effect for the last Plan year you earned at least 500 hours of service prior to your breaks in service.

NOTE: Benefit Service lost due to prior breaks in service will not be restored, nor will you receive credits for such periods when you retire.

If you left employment in the industry before October 1, 1976, or before October 1, 1983, the rules pertaining to breaks in service and restoring prior service that were in effect at the time you left will be used. If your pre-1976 or pre-1983 service was forfeited at that time due to the break in service rules then in effect, the service will not be counted under the current Plan for any purpose.

Beginning October 1, 1986, a break in service will not occur for one year if you are not at work because:

- you are pregnant;
- you or your spouse gives birth;
- you adopt a child; or
- you need to care for your child for a period of time following birth or adoption.

If you are absent for one of these reasons, you will be credited with eight hours for every day you are absent until you have a total of 500 hours of service for that contract year, including time actually worked. If you already had 500 hours when your absence began, or if crediting eight hours for each day of absence would not have prevented a break, then this rule will be used if

necessary to prevent a break from occurring in the following year. You will not receive credit for any purpose other than preventing a break under this rule, and you will only receive the credits required to bring your service to 500 hours and receive credit for one-half year of Benefit Service. You must notify HRSA-ILA Participant Services if you are away from work due to maternity/paternity leave in order to receive proper credit for this time.

Your Benefit Formula

Your monthly benefit is determined at the time you retire and your application is accepted by the Board of Trustees. Service is paid as follows for participants active in the Plan as of September 30, 2025:

- Service for all years through September 30, 2025 \$150 per credit; \$75 p/half credit

For most participants who were inactive in the Plan and not retired as of September 30, 2025, service is paid as follows:

- Service before 10/01/2008 \$114 per credit; \$57 p/half credit
- Service between 10/1/2008 and 9/30/2011 \$100 per credit; \$50 p/half credit
- Service after 9/30/2011 \$ 70 per credit; \$35 p/half credit

Years of Benefit Service disregarded or reduced under the Break-In-Service rules will be applied in accordance with the Plan. The maximum benefit for participants active in the Plan as of September 30, 2025 is \$6,750 per month.

Example 1: Your Benefit Formula

Let's assume you retire on January 1, 2024 at age 62 with 24 1/2 years of Benefit Service. Your benefit is figured as follows:

20 full years earned before 10/1/08	X	\$114	=	\$2,280.00
+ 3 full years between 10/1/08 and 9/30/11	X	\$100	=	300.00
+ <u>One full and one half year after 9/30/11</u>	X	\$ 70	=	<u>105.00</u>
Total monthly benefit				\$2,685.00

In this example, your lifetime benefit is \$2,685.00 per month.

Example 2: Your Benefit Formula if you were active in the Plan as of September 30, 2025:

Let's assume you retire on October 1, 2025 at age 62 with 24 1/2 years of Benefit Service. Your benefit is figured as follows:

24 full and one half years	X	\$150	=	\$3,675.00
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In this example, your lifetime benefit is \$3,675.00 per month.

If you are married, and unless you and your spouse waive this automatic option, your benefit will be paid as a Joint and Survivor form of benefit. In the Joint and Survivor form, your benefit is actuarially reduced based upon your age and the age of your spouse; and upon your death your spouse will receive 50% or 75% of your benefit, depending on the joint and survivor option chosen. If you are not married when you retire, or if you marry after you retire, the Joint and Survivor form of benefit is not available to you. If you are vested and die before retiring, your eligible spouse is entitled to survivor's benefits from the Plan. For your spouse to be eligible for the survivor's benefit, you must have married for at least one year.

NOTE: Your monthly retirement benefit may be reduced to your "maximum benefit" authorized under the Internal Revenue Code.

Deductions From Your Pension Benefit

Certain deductions are made from the total amount of your pension benefit. Federal and state taxes are withheld based on the amount of your benefit and the tax elections you make at the time you apply for retirement. You may change these exemptions to more accurately reflect your tax status at any time. You may wish to change your exemptions if you find you owe a considerable amount of taxes or are getting a large refund check.

Also, there may be times when it is necessary for you to return overpayments of benefits you received from other HRSA-ILA Funds. If you voluntarily authorize us to do so, the Plan will make deductions from your Pension benefit to repay such overpayments. These voluntary deductions cannot exceed 10% of your gross Pension benefit. This is called a “voluntary and revocable assignment.”

The Plan must also make deductions from your retirement benefits where required by law, for example in the case of child support or spousal support orders. However, these will only be honored if they meet the definition of a “Qualified Domestic Relations Order (QDRO).” If the Pension Plan is served such a document, the Plan will perform a review to determine if the order qualifies for a Qualified Domestic Relations Order status. Either way you will receive letters notifying you the Plan has received these types of documents and whether or not the document qualifies for QDRO status. If you and your spouse are undergoing a divorce, you may wish to request a copy of the Plan’s QDRO Procedures.

If you owe federal or state taxes, the federal or state taxing authorities may “levy” your pension benefit in order to collect the taxes. If this happens the Plan must honor such levies. In order to keep Plan expenses to a minimum, a service charge is deducted from your benefit when levies must be implemented.

Electronic Direct Deposit of Your Pension Benefit

Direct deposit of your pension benefit is required. This means that the pension benefit is electronically deposited to your bank account. Electronic direct deposit is a safe and efficient means of transferring your pension money from the Plan to your bank account. Electronic deposit ensures that your monthly pension benefit will be available to you on the opening of business on the first day of each month, plus there is no chance of your check becoming lost in the mail.

You may print a Direct Deposit form from <https://www.hrsa-ila.com> or you may request one by calling Participant Services at (757) 457-7090.

BENEFITS

Normal Retirement

Your Normal Retirement Date is the later of:

- the first day of the month immediately following your 62nd birthday; or
- five years after the beginning of the contract year in which you were first credited with a full or one-half year of Benefit Service.

You may apply for normal retirement benefits to begin at any time on or after your Normal Retirement Date.

Early Retirement

You may apply for early retirement benefits when your age plus your years of Vesting Service add up to 80 or more.

When you retire before your normal retirement age of 62, your accrued benefit is actuarially reduced to take into account the longer time span you will receive the benefit. To get an estimate of your benefit at a specific age, contact the Participant Services Department.

If you have reached age		and have at least this many years of Benefit Service		you may retire, because these figures add up to
50	+	30	=	80
51		29		80
52		28		80
53		27		80
54		26		80
55		25		80
56		24		80
57		23		80
58		22		80
59		21		80
60		20		80
61		19		80

Disability Retirement

You are entitled to apply for a disability benefit from the Plan if you are totally and permanently disabled, have completed 15 full or one-half years of Benefit Service, and you meet the requirements of A or B below:

A. You are not a Vested Terminated Participant and have

- Reached age 40; or
- Been determined disabled by the Social Security Administration; or
- Been diagnosed by a medical professional with a terminal illness.

B. You have had 4 or fewer consecutive Breaks in Service and have

- Reached age 40 and;
- Been diagnosed by a medical professional to be a danger to yourself or others; and
- Received and complied with medical treatment during the entire period of your Breaks in Service; and
- Have not been employed during your Breaks in Service.

**A Participant who incurs one or more breaks in service as a result of illness which began before the Participant attained age 40 and while the Participant was employed in the industry shall not be a vested terminated participant by reason of the breaks in service.*

You are considered to be totally and permanently disabled if you can no longer work in any job for wage or profit. However, you may work in a job that the Trustees find to be for the primary purpose of rehabilitation and still be considered totally and permanently disabled. You must provide evidence of your disability that is satisfactory to the Trustees.

Disability retirement benefits are approved by the Board of Trustees after an independent medical review of written medical documentation provided by your doctor that confirms your disability. If you are covered by Social Security Disability, a medical confirmation is not required. If approved by the Board, your disability benefit will begin effective the first day of the month following the date you submitted a completed application with all necessary supporting documents. Your benefit will continue for as long as you remain disabled and you are not working in the industry.

To confirm that you are still disabled, the Board of Trustees requires an annual independent medical review of clinical notes provided by your doctor until you reach age 62 or become covered by Social Security Disability. Disability retirement benefits become classified as normal retirement benefits when you turn age 62 and will continue even if you later recover from your disability. This will have no effect on the amount of your monthly benefit. Disability retirement benefits are paid in lieu of any normal or early retirement benefits.

Disability retirement benefits will stop if, before reaching age 62, you:

- recover from your disability. An independent medical review of clinical information provided by your doctor may be required by the Board of Trustees to satisfy the requirement that you are disabled and unable to work in regular employment in the industry; or
- you fail to authorize your doctor to submit for review information about your medical condition; or
- you return to work in the industry; or
- you begin working in a job for wage or profit (except a job for rehabilitation purposes that has been approved by the Board).

NOTE: If you receive Workers' Compensation benefits for temporary total or temporary partial disability after you retire, you will not receive eligibility credits for Plan benefits.

How Plan Benefits are Paid

The effective date of your pension is the first of the month following the day your pension application with all supporting documentation is received. The approval process for disability retirement may take a little longer; however, after the Board of Trustees approves your application, your pension payment will be retroactive to the month following when your completed application and all necessary supporting documentation was received. You may apply for retirement up to 180 days before the actual retirement effective date.

If you are not married when your pension benefits commence, you will receive a monthly retirement benefit for your lifetime only. This is called the lifetime benefit.

If you have been married a year or more when your pension benefits commence, or if you marry within the year before you begin receiving benefits and remain married for at least one year, your eligible surviving spouse will receive a 50% spouse's benefit, as described below. If you and your spouse have a child under the age of 16 together the one year time requirement is waived.

Marriage and Divorce

In accordance with the law, the HRSA-ILA Pension Plan provides an automatic survivor benefit for your spouse unless you and your spouse waive this form of benefit in writing at the time you retire. If you have been married for at least one year when you retire, your spouse will automatically qualify for spousal benefits from the plan when you die. Your spouse at the time of your retirement will receive survivor benefits from the plan even if you and your spouse divorce after your retirement. If you divorce and remarry after retirement, or if you are single and marry after retirement, your after-retirement spouse will not be eligible for survivor's benefit from the Plan.

Surviving Spouse Benefits

If you are vested and die before retiring, your surviving spouse is entitled to an automatic surviving spouse benefit beginning on the first day of the month following your death provided both of the following requirements are met:

- you were married a year or longer at the time of your death (unless you and your spouse have a child under the age of 16 together); and
- you had completed at least 5 years of vesting service.

Surviving Spouse Normal or Early Retirement Benefits

If you are eligible for normal or early retirement at the time of death and have not incurred a break in service during the Plan year preceding death, your spouse will receive a 50% spouse's benefit at the then current rate. If you are classified as a Vested Terminee, or if you incurred a "break in service" in more than two of the seven Plan years including or immediately preceding your death, your spouse will receive the 50% spouse's benefit at the rate in effect in the Plan year in which you were last credited with benefit service before the breaks.

Pre-Retirement Spousal Benefits

If you are vested but not eligible for retirement at the time of your death, your spouse is still eligible for a pension and may choose either of these two options:

Payments deferred until your earliest eligible retirement date had you survived.

For purposes of determining your earliest retirement date in this option, Benefit Service is fixed at the number of years you had on the date of death. For example, under the rule of 80, if you die at age 53 with 22 years of Benefit Service, your earliest eligible retirement date would have been 58 (22 years of Benefit Service plus 58 years of age.) If, however, your normal retirement age of 62 is earlier, that will be the starting date.

The benefits payable to your spouse will be figured as if you had retired at that date with a 50% spouse's benefit in effect, but they will be based on your benefit service and the formula in effect when you earned your last full or one-half year of Benefit Service.

Payments beginning immediately.

The monthly benefit payable to your spouse will begin in the month following your death, but will be reduced actuarially because of the earlier date at which payments start. The actual benefit amount will be computed by the Plan's actuary.

Your spouse has ninety days from the date of your death to select one of these options. If your spouse has not chosen an option within ninety days of your death, the benefit payment will begin on the deferred date. The Administrative Office of the Plan will explain to your spouse all the options available at the time surviving spouse benefits become payable. There are no benefits payable beyond the death of the member and their eligible, surviving spouse, if any.

Survivor's benefits paid before the age of 62 are subject to an actuarial reduction.

Applying for Benefits

When you are ready to retire, you may request a pension application from HRSA-ILA Participant Services at 1355 International Terminal Boulevard, Norfolk, VA 23505-1458, telephone (757) 457-7090.

Before your pension benefit begins, you must fill out an application and submit it to the Administrative Office. If not already on file, you will have to bring a certified copy of your birth certificate and, if married, your marriage certificate and a certified copy of your spouse's birth certificate for us to copy. If you are disabled, you must have a letter from your doctor providing satisfactory proof of your disability.

Appeal of a Denied Claim

See the Administration Section, page 6, for the procedures for appealing a denied claim.

REEMPLOYMENT

After Normal Retirement

If you retire on or after your Normal Retirement Date and are later reemployed in the industry, your pension benefits may be suspended. You are not entitled to a pension check for any month in which you have received credit for 40 or more hours of service for working in the industry.

Once you again stop working in the industry, you will receive the same benefit you were getting before your reemployment. If you earn additional Benefit Service by working 500 or more hours during your reemployment, your original retirement benefit will be increased by the amount of new service you earned during your reemployment.

After Early Retirement

If you take an early retirement but return to employment in the industry before your normal retirement date, your pension will terminate as of the first day of the month in which you return to work. No further benefit payments will be made until you again apply for benefits and your application has been approved. If you earn additional Benefit Service by working 500 or more hours during your reemployment, your original retirement benefit will be increased by the amount of new service you earned during your reemployment.

After Disability Retirement

If you retire because of a disability and are later reemployed in the industry before your Normal Retirement Date, your disability pension will cease as of the first day of the month in which you return to work. If you complete five or more full or half years of Benefit Service after reemployment, your pension benefit when you again retire will be based on the formula then in effect and will include the Benefit Service earned before and after your reemployment.

If you complete less than five years of Benefit Service after reemployment, when you again retire your original retirement benefit will be increased by the amount of new service you earned during your employment.

Required Distribution Date

You must begin to receive pension payments no later than your “Required Beginning Date.” Your Required Beginning Date is April 1 of the calendar year following the calendar year in which you turn 70½, even if you are still working on that date. You may choose not to receive your pension at your required beginning date and receive it after you stop working.

BENEFIT LIMITATIONS

Maximum Benefit Rule

The Internal Revenue Code establishes the maximum benefits a Plan such as the HRSA-ILA Pension Plan can pay an individual per year. For example, one limit provides that you may not receive an annual retirement benefit that exceeds your average compensation for the three years during which your compensation was the highest. If you are affected, you will be notified and Plan personnel will provide you with any options available to prevent a change to your monthly benefit.

Loss of Benefits

The following circumstances may result in the loss or reduction of your benefits under the Plan:

- Your termination of employment in the industry prior to your becoming “vested” (see page 35);
- Break in service.

Disability

Disability benefits will stop before reaching age 62 if:

- you recover from your disability. An annual independent review of your medical records is required to satisfy the requirement that you are disabled and are unable to work in regular employment in the industry; or
- you return to work in the industry; or
- you refuse to authorize a review of your medical records as requested by the Board of Trustees; or
- you begin working in a job for wage or profit (except a job for rehabilitation purposes that has been approved by the Board).

QUESTIONS OFTEN ASKED ABOUT THE HRSA-ILA PENSION PLAN

When do I become a Plan Participant?

You automatically became a Plan Participant after you have completed 1000 hours of employment in the industry during the first twelve months of your employment if that twelve month period ends on September 30, 2025 or earlier. If you did not work 1000 hours during your first 12 months of employment, you became a Plan Participant when you first worked 1000 hours during a contract year. If you were employed in the industry before October 1, 2013 you became a Plan Participant on the first day of the contract year in which you worked 500 hours. A contract year begins on October 1 of one year and ends on September 30 of the next. If you did not meet the requirements outlined above, you are not eligible to participate in the Plan. If you were hired on or after October 1, 2025, or if you were hired prior but never earned a Pension Plan vesting credit as of October 1, 2025, you are not eligible to participate in the Plan.

What is employment in the industry?

Employment in the industry refers to employment for which contributions are required to be made to the HRSA-ILA Pension Plan on your behalf while you are working:

- for a member of the Hampton Roads Shipping Association in the Hampton Roads area where you are covered by a Collective Bargaining Agreement between the HRSA and the ILA;
- **or** under a Participation Agreement for the ILA as a Union representative, as an employee of HRSA, or HRSA-ILA Administrative Office.

What if I work for different employers?

As long as you are working in the industry for an employer who has signed one of the Collective Bargaining Agreements currently in effect between the HRSA and the ILA, you will remain covered by the Plan. However, if you go to work for an employer who is not signatory to the contract or who has not signed a Participation Agreement then hours worked for that employer will not be covered by the Plan.

A list of employers who are signatory to the Collective Bargaining Agreements is available for inspection at the HRSA-ILA Administrative Office during normal working hours from 8:30 a.m. to 5:00 p.m. You may request in writing a copy of this list and it will be sent to you with a charge to cover the copying costs.

How are my employment records kept?

All of the employers who “are signatory to the Collective Bargaining Agreements” report the hours worked by their employees to the Administrative Office. These hours are recorded and kept on file in the HRSA-ILA computer system.

Are Plan benefits paid automatically after I retire?

No. You must fill out an application and file it with the Administrative Office of the Plan. Benefits cannot begin until an application is received and the Board of Trustees approves your application.

What day of the month will I receive my monthly pension benefit?

Your monthly retirement benefit is paid on the first *business* day of each month. Your pension payment is electronically transmitted and is in your account on the first *business* day of the month. If the first day of the month is a weekend or holiday, you may have to wait until the first *business day* of the month before your bank gives you access to the funds.

If I take early retirement, then return to employment, how will my pension be calculated when I retire the second time?

If you return to work, your second retirement benefit will be exactly the same benefit you received when you retired the first time, plus you will receive credit for any additional service you have earned. You will receive credit for only the additional years worked at the benefit rate in effect at the time of your second retirement. For example, if you retire with a monthly benefit of \$1,000.00, return to work for two full years, and then retire for the second time in 2014, you will receive your original benefit of \$1,000.00 plus credit for two more years.

Your new benefit will equal \$1,140. $\$1000 + \$70 + \$70$

What happens if I become disabled after I stop working in the industry?

To be eligible for disability retirement you must become disabled while you are actively employed in the longshore industry and meet all of the other requirements listed on page 39.

Why is my benefit reduced if I am married?

The cost to the Plan to pay a full benefit over the lifetimes of both the member and the spouse is greater than it is for an unmarried member. The reduction in your benefit is based upon your age and your spouse's age at the time you retire. The total benefit dollars paid to you and paid to your spouse after you die is actuarially equivalent to the total benefit dollars paid to a single person who retires at the same age as you do. When choosing to accept or to waive the 50% or 75% Joint and Survivor options, you and your spouse should carefully consider all factors, whether or not your spouse is covered by an employer pension and your health, as examples. The actuarial reduction to your benefit will cease if your spouse dies before you.

Can a survivor benefit be paid from the Plan to someone other than a spouse?

No. The Plan provides for survivor benefits to your spouse if you have been married for 12 full months before your death. There are no pension benefits payable beyond the death of the member and their eligible surviving spouse, if any. If you are not married when you retire or if you marry after retirement your spouse will not be eligible for survivor's benefit.

IMPORTANT NOTE: If you return to work, you must immediately repay any lump sum retirement benefits received from the Plan, plus interest.

SOCIAL SECURITY BENEFITS

During your work career, both you and your employer pay an equal amount of tax on your behalf to the Social Security program. This is to help fund the benefits you receive from Social Security in addition to the benefits you will get from your Pension Plan.

The Plan Administrator does not have any control over Social Security benefits. These are provided and administered by the Federal Government. This section of your pension booklet is meant only to give you a brief introduction to Social Security. Your actual Social Security benefits are based on the amount of your earnings that are subject to Social Security taxes. Each year the Social Security Administration sends a statement of your lifetime earnings and estimated social security benefits. If you did not receive one, or if you would like an additional copy, you may go to your local Social Security office or call the number on the following page and request one. You can also request from them a booklet which explains in detail how to figure

your Social Security benefits. Social Security benefits do not start automatically; you must apply for them. It usually takes two to three months to process your application.

Social Security Retirement Benefits

You can apply for Social Security at any time between age 62 and your full retirement age. However, if you start benefits early, your benefits are reduced a fraction of a percentage for each month before your full retirement age. From the birth years of 1938 through 1959 there is a gradual increase in the full retirement age. If you were born in 1960 or later, your retirement age for full Social Security benefits is 67. You can get more information and view a chart of benefits and reductions for each birth year by accessing the Social Security website at www.ssa.gov. When your spouse reaches full retirement age he or she will be entitled to a benefit equal to one half of your full retirement amount or, if greater, a benefit based on his or her own work record.

Receiving your Social Security before you reach full retirement age will result in a permanently reduced monthly benefit amount.

Age To Receive Full Social Security Benefits	
Year of Birth	Full Retirement Age
1937 or earlier	65
1938	65 and 2 months
1939	65 and 4 months
1940	65 and 6 months
1941	65 and 8 months
1942	65 and 10 months
1943-1954	66
1955	66 and 2 months
1956	66 and 4 months
1957	66 and 6 months
1958	66 and 8 months
1959	66 and 10 months
1960 and later	67

Social Security Disability Benefits

If you become totally disabled, you and your family may be entitled to Social Security disability benefits. They become payable after you have been totally disabled for five full calendar months.

Your family may be entitled to an additional benefit from Social Security if you have a dependent child under age 18 (under age 19 if a full-time student). If you have no dependent children, your spouse may be entitled to this benefit if he or she is at least age 62.

Social Security Death Benefits

Your family may also be entitled to Social Security benefits after your death. Your surviving spouse may be entitled to benefits from Social Security if he or she is at least age 60. Your spouse may be entitled to additional benefits before reaching age 60 if caring for a child under 16 who is eligible for children's Social Security benefits. Additional children's Social Security benefits may be payable if you die and have dependent children under age 18 (under age 19 if they are full-time students).

For important information regarding your benefits from Social Security, contact the Social Security Administration office by calling toll free **1 (800) 772-1213**. The Social Security Administration web site is www.ssa.gov.

IMPORTANT NAMES AND ADDRESSES

ADMINISTRATIVE OFFICE OF THE PENSION PLAN

HRSA-ILA Pension Plan
1355 International Terminal Boulevard
Norfolk, VA 23505-1458
Phone Number: (757) 457-7090
<https://www.hrsa-ila.com>

PLAN SPONSORS

Hampton Roads Shipping Association
236 E Plume Street
Norfolk, VA 23510
Phone Number: (757) 622-2639

International Longshoremen's Association
1355 International Terminal Boulevard
Suite 201
Norfolk, VA 23505-1458
Phone Number: (757) 440-9420

A complete list of employers and employee organizations sponsoring the Plan may be obtained by the participants and beneficiaries upon written request to the Plan Administrator. This list is also available for examination during regular office hours at 1355 International Terminal Boulevard, Norfolk, VA 23505-1458.

AGENT FOR SERVICE OF LEGAL PROCESS

Board of Trustees
HRSA-ILA Pension Plan
1355 International Terminal Boulevard
Norfolk, VA 23505-1458
Phone Number: (757) 457-7090

Service of legal process may also be made on any member of the Board of Trustees.

The HRSA-ILA Board of Trustees may terminate, suspend, withdraw, amend or modify the Pension Plan in whole or in part at any time.

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