

**SUMMARY PLAN DESCRIPTION**

**RETIREMENT PLAN**

**FOR EMPLOYEES OF**

**GEORGIA PORTS AUTHORITY**

**(PENSION PLAN)**

July 1, 2025



**GENERAL INFORMATION**  
**PLAN ADMINISTRATOR**

Georgia Ports Authority  
P.O. Box 2406  
Savannah, Georgia 31402  
(912) 963-2548  
EMPLOYER IDENTIFICATION NUMBER 58-6015211

**AGENT FOR SERVICE OF LEGAL PROCESS**

Executive Director  
Georgia Ports Authority  
Savannah, Georgia 31402

**NAME OF PLAN**

Retirement Plan for Employees of Georgia Ports Authority

**PLAN NUMBER**

001

**PLAN SPONSOR**

Georgia Ports Authority  
P.O. Box 2406  
Savannah, Georgia 31402

**TRUSTEE**

Defined Benefit Plan Board of Trustees  
Georgia Ports Authority  
Savannah, Georgia 31402

**PLAN YEAR**

The Plan Year is the twelve (12) consecutive months beginning each July 1.



## **THIS PLAN IS AN EMPLOYER-ADMINISTERED DEFINED BENEFIT PLAN**

GEORGIA PORTS AUTHORITY (“GPA”) sponsors a defined benefit pension plan called the Retirement Plan for Employees of Georgia Ports Authority (the “Plan”). Your Pension Benefits and rights provided under the Plan are outlined in this booklet. Pension payments are made from the Georgia Ports Authority Defined Benefit Plan Trust. You may examine a copy of the Plan and Trust documents in the employer's office at any time during the business day.

Only regular full-time employees hired before July 1, 2011, are eligible to participate in this Plan.

This booklet is a summary description of the Plan. It is not intended to be a complete description of the Plan. It simply states the highlights of the Plan with minimal use of technical words and phrases appearing in the legal documents. However, the official Plan and Trust documents remain the final authority on the Plan's terms and, in the event of a conflict with this Summary Plan Description, govern in all cases.

## **GLOSSARY OF SOME TERMS USED TO DESCRIBE THE PLAN**

|                    |  |
|--------------------|--|
| Year of Service    | A twelve-month period during which you are a qualified employee who is in service. For vesting, the period for determining your Years of Service ends the day before the anniversary of your date of hire.   |
| Plan Year          | Each twelve-month period beginning on July 1 and ending on June 30. Most Plan records are maintained on a Plan Year basis.   |
| Accrued Pension    | The amount of pension credited to you under the Plan while you are a Qualified Employee and while you make the required contributions to the Plan. This is expressed as an annual benefit payable at normal retirement for as long as you live.  |
| Pension Benefit    | The actual annual benefit paid to you under the Plan when you retire. This is equal to your final Accrued Pension adjusted to reflect when you elect to retire and the form of benefit under which payments are made to you.   |
| Vesting            | The process of acquiring a permanent right to all or a part of your Accrued Pension under the Plan.  |
| Qualified Employee | <p>You are a Qualified Employee if you were participating in the Plan on June 30, 2011, and did not elect to participate in the defined contribution plan sponsored by GPA, or if you had an Accrued Pension prior to July 1, 2011, and return to employment with GPA after recovering from a Total and Permanent Disability.</p> <p>Before July 1, 2011, regular employees of Georgia Ports Authority customarily employed at least thirty hours a week for at least five months in a calendar year were Qualified Employees.</p> |

## TABLE OF CONTENTS

## PAGE

|  |   |
|--|---|
| 1. WHEN DID THE PLAN START?  | 1 |
| 2. WHEN AM I ELIGIBLE TO JOIN?                                       | 1 |
| 3. HOW DO I RECEIVE PENSION CREDIT UNDER THE PLAN?                   | 1 |
| 4. HOW MUCH DO I CONTRIBUTE?   | 1 |
| 5. WHAT INTEREST IS CREDITED TO MY CONTRIBUTIONS?                    | 1 |
| 6. CAN I STOP MAKING CONTRIBUTIONS?                                  | 1 |
| 7. CAN I WITHDRAW MY CONTRIBUTIONS?                                  | 1 |
| 8. WHO CAN I NAME AS MY BENEFICIARY?                                 | 2 |
| 9. WHEN WILL I BE VESTED?  | 2 |
| 10. HOW DO I DETERMINE MY SERVICE FOR VESTING?                       | 2 |
| 11. HOW IS MY ACCRUED PENSION DETERMINED AT NORMAL RETIREMENT?       | 2 |
| 12. HOW WILL MY PENSION BENEFIT BE PAID?                             | 3 |
| 13. WHAT HAPPENS IF I DIE BEFORE RETIREMENT?                         | 3 |
| 14. WHAT WILL I RECEIVE IF I TERMINATE EMPLOYMENT?                   | 3 |
| 15. WHAT HAPPENS IF I TERMINATE EMPLOYMENT AND I AM REHIRED LATER?   | 4 |
| 16. WHAT HAPPENS IF I AM TEMPORARILY ABSENT FROM WORK?               | 4 |
| 17. WHAT WILL I RECEIVE IF I AM DISABLED?                            | 4 |
| 18. WHEN CAN I RETIRE?   | 5 |
| 19. CAN I ELECT A DIFFERENT FORM OF PAYMENT?                         | 6 |
| 20. WHAT ARE MY RETIREMENT OPTIONS?                                  | 6 |
| 21. WILL MY BENEFITS BE AFFECTED IF I BECOME DIVORCED?               | 6 |
| 22. IS THERE A LIMIT ON THE AMOUNT OF PENSION BENEFIT I CAN RECEIVE? | 7 |

|  | <u>PAGE</u> |
|--|-------------|
| 23. WHAT HAPPENS TO MY BENEFIT IF THERE IS A CHANGE IN THE COST OF LIVING? | 7           |
| 24. WHAT HAPPENS IF I RETURN TO WORK AFTER I HAVE RETIRED?                 | 7           |
| 25. HOW IS THE PLAN PAID FOR?  | 7           |
| 26. WHAT HAPPENS IF THE PLAN TERMINATES?                                   | 7           |
| 27. WHAT DO I DO IF I HAVE QUESTIONS ABOUT THE PLAN?                       | 8           |
| 28. MAY I ASSIGN MY PLAN BENEFITS?   | 8           |
| 29. HOW DO I MAKE A CLAIM FOR MY BENEFITS?                                 | 8           |
| 30. EXAMPLES OF CALCULATIONS OF PLAN OPTIONS.                              | 9-11        |

## 1. WHEN DID THE PLAN START?

The original effective date of the Plan was July 1, 1972. This booklet describes the Plan as it is operating on July 1, 2025.

## 2. WHEN AM I ELIGIBLE TO JOIN?

No employees hired on or after July 1, 2011, are eligible to join the Plan. If you were a member of the Plan before July 1, 2011, you terminate employment and are rehired by GPA, you are not eligible to rejoin the Plan unless you are rehired after recovering from a Total and Permanent Disability. If you were a member of the Plan before July 1, 2011, and are rehired after recovering from a Total and Permanent Disability, you are eligible to join the Plan the first day of the month after your rehire date.

## 3. HOW DO I RECEIVE ACCRUED PENSION CREDIT UNDER THE PLAN?

All Qualified Employees must make required contributions in order to receive Accrued Pension credit.

## 4. HOW MUCH DO I CONTRIBUTE TO THE PLAN?

You contribute 1% of your first \$9,000 in basic earnings during the Plan Year, and 1½% of such earnings in excess of \$9,000. Basic earnings are regular salary, military pay, regular longevity pay, supervisor pay, shift differential and regular call back pay. Items such as overtime and vacation buy back are not included. Your contribution will be payroll deducted on an after-tax basis.

## 5. WHAT INTEREST IS CREDITED TO MY CONTRIBUTIONS?

An annual interest rate of 5% will be credited to your contributions.

Interest is compounded annually on your contributions from the end of the Plan Year until the first day of the month that you retire, die, or elect a refund of contributions.

## 6. CAN I STOP MAKING CONTRIBUTIONS?

Yes. You may suspend your contributions to the Plan by completing a form provided by the Benefits Department. **However, no benefits or Vesting will be credited to you during this period of suspension.** If you are a Qualified Employee, you may continue your contributions to the Plan at any time by completing the required form.

## 7. CAN I WITHDRAW MY CONTRIBUTIONS?

Yes. If you withdraw your contributions with interest from the Plan, the benefit credited to you will be canceled. **You will NOT be able to rejoin the Plan at a later date and will NOT receive a Pension Benefit from this Plan in the future.**

**NOTE: You may not borrow against your contributions or interest.**

## 8. WHO CAN I NAME AS MY BENEFICIARY?

You can name anyone you choose. If you fail to properly designate a beneficiary, your estate will be your beneficiary.

## 9. WHEN WILL I BE VESTED (HAVE A RIGHT TO MY PENSION BENEFIT)?

You always have a right to your contributions to the Plan plus interest. After reaching age 55 or after completing five or more Years of Service, you will have a right to a Pension Benefit under the Plan, which will be payable upon your retirement.

## 10. HOW DO I DETERMINE MY SERVICE FOR VESTING?

To determine your service for Vesting, you are credited with one Year of Service for each twelve-month period ending on the day before the anniversary of your hire date that you are in service as a Qualified Employee and for which you made contributions to the Plan.

## 11. HOW IS MY ACCRUED PENSION DETERMINED AT RETIREMENT?

Your annual Accrued Pension on your normal retirement date equals the sum of your benefit credits determined as follows:

- (a) For participation since July 1, 1974.

Each Plan Year in which you are a Qualified Employee and a participant of the Plan, the Plan credits you with a benefit equal to 2 1/4% of the first \$9,000.00 of your basic earnings for the Plan Year, plus 3 1/4% of such earnings in excess of \$9,000.00.

The earnings considered are your basic earnings that are considered for you contributions to the Plan (See 4. "HOW MUCH DO I CONTRIBUTE TO THE PLAN?").

For determining your Accrued Pension, you receive one Year of Credited Service for each Plan Year during which you are a Qualified Employee and you contribute to the Plan.

Earnings for periods during which you are eligible to contribute to the Plan, but do not, will not be counted in determining your Accrued Pension.

Your annual Accrued Pension at normal retirement will never be less than \$1,800.00.

- (b) For participation prior to July 1, 1974.

Participants in the Plan during the period July 1, 1972, through June 30, 1974, and membership prior to July 1, 1972, were credited with an additional benefit. Please check with the Employee Benefits Department for details.

## 12. HOW WILL MY PENSION BENEFIT BE PAID?

When you retire, your Pension Benefit will normally be payable for life only. If you die before receiving an amount at least equal to your contributions plus interest, the balance will be paid to your beneficiary.

## 13. WHAT HAPPENS IF I DIE BEFORE RETIREMENT?

If you should die before your retirement date and you are an active employee or are a terminated employee who has deferred your retirement, your spouse will be eligible for a monthly Spouse's Annuity if you have met the following requirements:

- (a) you have completed at least ten years of Continuous Service as an active Plan participant,
- (b) you have reached the age of 45, and
- (c) you have been married for at least one year.

This benefit will be paid for your spouse's life and will equal half (50%) of your Pension Benefit you had earned up to the date of your death. This benefit will be reduced by 1/2% for each year your spouse is more than 5 year younger than you. If your spouse elects the Social Security Option (see 20. "WHAT ARE MY RETIREMENT OPTIONS?"), the benefit will be determined under the terms of that option.

Payments to your spouse will begin on the first day of the month following your death. Cost-of-living adjustments will be made to your spouse's pension benefit in the same manner as they would have been made to your Pension Benefit.

If you have not met the above requirements on your date of death, your contributions plus interest will be payable in a single sum to your beneficiary.

## 14. WHAT WILL I RECEIVE IF I TERMINATE EMPLOYMENT?

You always have a right to your contributions with interest. If you leave before your normal (or early) retirement date, you may be able to select one of the following options:

If you are Vested (5 years plan participation or 55 years of age or older) you may:

- (a) leave your contributions and interest with the plan and receive the Accrued Pension provided by these amounts on your normal (or early) retirement date or
- (b) have your contributions refunded with plus interest. Your Accrued Pension will be canceled.

If you are not Vested, you will have your contributions refunded with interest and your Accrued Pension will be canceled.

#### 15. WHAT HAPPENS IF I TERMINATE EMPLOYMENT AND I AM REHIRED LATER?

You cannot rejoin the Plan unless you had an Accrued Benefit under the Plan and are rehired after recovering from a Total and Permanent Disability. However, you may be eligible to join another retirement program sponsored by GPA at the time.

#### 16. WHAT HAPPENS IF I AM TEMPORARILY ABSENT FROM WORK?

A temporary absence because of sickness, accident, or authorized leave of absence will not be considered termination of employment.

- (a) If you are paid during the absence, your contributions will continue and you will continue to be credited with an Accrued Pension.
- (b) If you are not paid during the absence, your contributions will cease, and you will not be credited with any additional Accrued Pension benefits until your contributions resume.

If your temporary absence is due to qualified military leave under the Uniformed Services Employment and Reemployment Rights Act (USERRA) and you return to employment within the required time period, you will be given the opportunity to make up your contributions for your period of absence and be credited with additional Accrued Pension benefits to the extent of your made up contributions.

If your temporary absence becomes permanent, or you do not return from qualified military leave within the time periods required by USERRA, you will be considered a terminated employee, and your Accrued Pension will be determined using the termination date established by GPA.

#### 17. WHAT WILL I RECEIVE IF I AM DISABLED?

If you terminate your employment before you retire as a result of being totally and permanently disabled (as certified by GPA), and you are age 40 or older and have completed 10 or more years of Continuous Service as an active Plan participant, you will be eligible for a Disability Benefit under this Plan.

Your Disability Benefit is the Accrued Pension credited to you as of your date of disability or, if greater, \$500.00 a month.

The Disability Benefit will begin on the first day of the month following the date you are certified as disabled. Payments will continue until your normal retirement date unless one of the following occurs: you recover, you fail to submit proof of continued disability, you take early retirement, or you die.

If you are disabled until you reach your normal retirement, your Disability Benefit will stop and your Pension Benefit will begin.

If you elect to defer your retirement or you have not met the requirements for a Disability Benefit, you may elect to continue to contribute to the Plan up to age 60 but may take early retirement if you so desire. Your contributions would be based upon your basic monthly earnings at your date of disability.

## 18. WHEN CAN I RETIRE?

Your normal retirement age is 60 (65 if you terminate employment before July 1, 2026), but you may retire any time at or after you attain age 55. If you retire early, the Pension Benefit you have earned at your early retirement date will be reduced to reflect the longer period over which you will receive your Pension Benefit.

If your normal retirement age is 60, regardless of your years of service, your Pension Benefit will be reduced by 7% per year for each year that your Pension Benefit begins before your normal retirement age. If you were an Employee on or after January 1, 2006, and your normal retirement age is 65, your Pension Benefit will be reduced by 3% for each of the first 5 years and by 5% for each of the next 5 years between by which your commencement date precedes age 65. For example:

- (a) If your normal retirement age is 65, and you retire at age 62, your Pension Benefit will be the amount you have accrued up to that time reduced by 9% (3% per year for the three years prior to normal retirement age at 65.)
- (b) If your normal retirement age is 65, you retire at age 58, and you were an Employee on or after January 1, 2006, your Pension Benefit will be the amount you have accrued up to that time reduced by 25% (15% for the 3% per year for the five years between ages 60 to 65 plus 10% for the 5% per year for the two years 58 and 59).
- (c) If your Normal Retirement Age is 60, and you retire at 58, your Pension Benefit will be reduced by 14% (7% per year for the two years prior to age 60).

If you were not an Employee at any time on or after January 1, 2006, different rules apply to determine your reduction for early retirement if you took early retirement with fewer than 15 years of service.

Your retirement date is the first day of the month on or after the actual date you retire. Pension Benefit payments begin on the first of the month after you complete an application for a benefit. Payments will continue as long as you live, unless you elect another form of benefit payment.

If you continue working after your normal retirement age, you will continue to receive credits toward your Accrued Pension as long as you continue to contribute to the Plan. Payment of your Pension Benefit will begin when you actually retire.

#### 19. CAN I ELECT A DIFFERENT FORM OF PAYMENT?

Before your retirement date, you will be given the opportunity to elect an optional form of payment. You need only to inform the Plan Administrator of your election and sign a benefit application.

You may change your election at any time before you retire. However, **once you begin to receive your Pension Benefit, the form of payment cannot be changed.**

#### 20. WHAT ARE MY RETIREMENT PAYMENT OPTIONS?

The amount of Pension Benefit will vary depending on which of the following option you select.

- (a) **Modified Cash Refund Option.** This is the normal form of Pension Benefit which will be payable to you for life. If you die before you have received at least your contributions with interest, the balance will be paid to your beneficiary.
- (b) **Joint Annuity Option.** In lieu of the Modified Cash Refund Option, you may elect a Joint Annuity Option which provides for a reduced benefit payable to you during your lifetime and for a continuance of such retirement benefits in either 50%, 75%, or 100% of such amount to your joint annuitant upon your death. If your joint annuitant dies before you, the retirement benefit payments will cease upon your death. If both you and your joint annuitant die before receiving an amount at least equal to your contributions with interest, the balance will be paid to your beneficiary. If your benefits are being paid as a Joint Annuity with your spouse as your joint annuitant, and you subsequently divorce that spouse, you may not replace your former spouse as your joint annuitant. He or she will receive the survivorship portion if he or she survives you, even if you remarry.
- (c) **Social Security Option.** In lieu of the Modified Cash Refund Option, you may select the Social Security Option if you retire before your Social Security Date. This option provides for an increased retirement benefits before your Social Security Date and a decreased (or no) payments thereafter in order to provide you with, as nearly as possible, a level income for your lifetime from Social Security and the Plan.
- (d) **Life Annuity with Guaranteed Number of Monthly Payments Option.** In lieu of the Modified Cash Refund Option, you may elect the Life Annuity with a specified number of (60 or 120) monthly payments guaranteed. In this option, you will receive an adjusted retirement benefit payable to you for life. However, if you die before receiving at least the specified number of annuity payment you have selected, the balance of these specified payments will continue to your beneficiary.

## 21. WILL MY BENEFITS BE AFFECTED IF I BECOME DIVORCED?

Effective as of October 1, 2011, your Pension Benefit may not be divided pursuant to a Domestic Relations Order, whether or not such order is "qualified." *If you are receiving a pension benefit under a Joint Annuity Option when you divorce, and your former spouse is your joint annuitant, your former spouse will still receive the survivorship benefit if he or she survives you, even if you remarry.*

## 22. IS THERE A LIMIT ON THE AMOUNT OF PENSION BENEFIT I CAN RECEIVE?

Federal law imposes maximum limits on annual pension payments. Your Pension Benefit may be limited by the law in effect on the date you retire. If you are affected by these restrictions, you will be notified.

## 23. WHAT HAPPENS TO MY BENEFIT IF THERE IS A CHANGE IN THE COST OF LIVING?

Cost-of-living adjustments start after Pension Benefit payments begin. On July 1, your Pension Benefit will be adjusted based upon the change in the Consumer Price Index (CPI-W) over the 12-month period ending three months before that date. Your Pension Benefit payment will increase if the cost of living goes up and, similarly, will decrease if the cost of living goes down (but never below your initial Pension Benefit). The maximum increase for any year is 4%.

## 24. WHAT HAPPENS IF I RETURN TO WORK WITH GPA AFTER I HAVE RETIRED?

Your Pension Benefit will continue to be paid to you if you return to work after your normal retirement date. As a rehired employee after June 30, 2011, you will not be eligible for the Plan upon your return to employment.

## 25. HOW IS THE PLAN PAID FOR?

You and GPA pay the cost of the Plan. Your share is paid by your required contributions. GPA pays whatever else is required. To help assure that enough money will be available for all employees' Accrued Pensions, GPA hires actuaries to determine the amount that should be contributed to the pension trust fund. Both your contributions and GPA's are deposited under a Defined Benefit Plan Trust Fund and invested by the Defined Benefit Plan Board of Trustees. The members of the Board of Trustees are those members of the Board of Directors who are part of the Finance, Audit and Accounting Committee.

## 26. WHAT HAPPENS IF THE PLAN TERMINATES?

GPA intends to continue the Plan until all benefits have been paid to all Qualified Employees, but reserves the right to modify or terminate the Plan at any time.

If the Plan is terminated, each participant will receive his Accrued Pension to the date of termination, to the extent that such Pension Benefits are funded.

The Plan's available assets will first be used to purchase annuities for members and beneficiaries who are already receiving Pension Benefits. The remainder will be used to pay other benefits according to the following priority:

\* All Accrued Pensions not currently being paid to participants and beneficiaries.

\* All other benefits.

#### 27. WHAT DO I DO IF I HAVE QUESTIONS ABOUT THE PLAN?

Contact the Plan Administrator at (912) 963-2548.

#### 28. MAY I ASSIGN MY PLAN BENEFITS?

No. The Plan does not permit you to assign your interest in the Plan. In addition, pursuant to the terms of the Plan, no person may create a lien on any property held under the Plan.

No benefit under this Plan may be subject to your debts or other legal obligations, except as provided by law. One exception to this rule is a payment required under a federal or state tax lien

#### 29. HOW DO I MAKE A CLAIM FOR MY BENEFITS?

If you or your beneficiary feels that you are not receiving a Plan benefit that you should, you may file a written claim for the benefit with the Plan Administrator. For further information on how to file a claim, contact the Plan Administrator at (912) 963-2548.

30. EXAMPLES OF CALCULATIONS OF PLAN OPTIONS.

**EXAMPLE 1**

**MEMBER'S CONTRIBUTIONS AND PENSION BENEFIT FOR A PARTICIPANT WHO RETIRES AFTER JULY 1, 2026**

An employee, age 40, becomes a member of the Plan on July 1, 2006. With a projected annual increase in income, the member would have the following contributions, accrued benefits, and annual Pension Benefit under the Modified Cash Refund Option at ages 55, 58 and 60.

| <u>Age</u> | <u>Plan Year Ending 6/30</u> | <u>Annual Income</u> | <u>(a) Employee Contribution</u> | <u>(b)Accrued Benefit</u> | <u>Less Penalty</u>                        | <u>Annual Pension</u> |
|------------|------------------------------|----------------------|----------------------------------|---------------------------|--|-----------------------|
| 41         | 2011                         | \$ 40,000.00         | \$ 555.00                        | \$ 1,210.00               |  |                       |
| 42         | 2012                         | \$ 41,200.00         | \$ 573.00                        | \$ 1,249.00               |  |                       |
| 43         | 2013                         | \$ 42,436.00         | \$ 591.54                        | \$ 1,289.17               |  |                       |
| 44         | 2014                         | \$ 43,709.08         | \$ 610.64                        | \$ 1,330.55               |  |                       |
| 45         | 2015                         | \$ 45,020.34         | \$ 630.31                        | \$ 1,373.16               |  |                       |
| 46         | 2016                         | \$ 46,370.96         | \$ 650.56                        | \$ 1,417.06               |  |                       |
| 47         | 2017                         | \$ 47,762.09         | \$ 671.43                        | \$ 1,462.27               |  |                       |
| 48         | 2018                         | \$ 49,194.95         | \$ 692.92                        | \$ 1,508.84               |  |                       |
| 49         | 2019                         | \$ 50,670.80         | \$ 715.06                        | \$ 1,556.80               |  |                       |
| 50         | 2020                         | \$ 52,190.93         | \$ 737.86                        | \$ 1,606.21               |  |                       |
| 51         | 2021                         | \$ 53,756.66         | \$ 761.35                        | \$ 1,657.09               |  |                       |
| 52         | 2022                         | \$ 55,369.35         | \$ 785.54                        | \$ 1,709.50               |  |                       |
| 53         | 2023                         | \$ 57,030.44         | \$ 810.46                        | \$ 1,763.49               |  |                       |
| 54         | 2024                         | \$ 58,741.35         | \$ 836.12                        | \$ 1,819.09               |  |                       |
| <b>55</b>  | <b>2025</b>                  | <b>\$ 60,503.59</b>  | <b>\$ 862.55</b>                 | <b>\$ 1,876.37</b>        |  |                       |
|            |                              |                      | \$ 10,484.35                     | \$ 22,828.59              | - 40% =                                    | \$ 13,697.15          |
|            |                              |                      |                                  |                           | (pre-July 1, 2026 reduction factors apply) |                       |
| 56         | 2026                         | \$ 62,318.70         | \$ 889.78                        | \$ 1,935.36               |  |                       |
| 57         | 2027 <sup>1</sup>            | \$ 64,188.26         | \$ 917.82                        | \$ 1,996.12               |  |                       |
| 58         | 2028                         | \$ 66,113.91         | \$ 946.71                        | \$ 2,058.70               |  |                       |
|            |                              |                      | \$13,238.66                      | \$28,818.77               | - 14% =                                    | \$24,784.14           |
|            |                              |                      |                                  |                           | (new factors apply)                        |                       |

<sup>1</sup> The new definition of Normal Retirement Age (age 60) and the revised early retirement reduction factors apply beginning with this Plan Year, which begins July 1, 2026.

|           |      |              |                    |                    |   |           |   |  |
|-----------|------|--------------|--------------------|--------------------|---|-----------|---|--|
| 59        | 2029 | \$ 68,097.32 | \$ 976.46          | \$ 2,123.16        |   |           |   |  |
| <b>60</b> | 2030 | \$ 70,140.24 | <u>\$ 1,007.10</u> | <u>\$ 2,819.56</u> |   |           |   |  |
|           |      |              | \$15,222.22        | \$ 33,131.49       | - | No        | = | <b>\$ 33,131.49</b>  |
|           |      |              |                    |                    |   | reduction |   | (would have been \$28,161.76 before July 1, 2026, changes) |
| 61        | 2031 | \$ 72,244.45 | \$ 1,038.67        | \$ 2,257.94        |   |           |   |  |
| <b>62</b> | 2032 | \$ 74,411.78 | <u>\$ 1,071.18</u> | <u>\$ 2,328.38</u> |   |           |   |  |
|           |      |              | \$17,332.07        | \$ 37,717.81       | - | No        | = | <b>\$ 37,717.81</b>  |
|           |      |              |                    |                    |   | reduction |   |  |
| 63        | 2033 | \$ 76,644.14 | \$ 1,104.66        | \$ 2,400.93        |   |           |   |  |
| 64        | 2034 | \$ 78,943.46 | \$ 1,139.15        | \$ 2,475.66        |   |           |   |  |
| <b>65</b> | 2035 | \$ 81,311.76 | <u>\$ 1,174.68</u> | <u>\$ 2,552.63</u> |   |           |   |  |
|           |      |              | \$20,750.56        | \$ 45,147.04       |   | No        | = | <b>\$ 45,147.04</b>  |
|           |      |              |                    |                    |   | reduction |   |  |

- (a) The employee contribution is 1% of the first \$9,000 in basic earnings during the plan year, and 1 ½% of such earnings in excess.
- (b) The accrued benefit for retirement purposes is based upon 2 ¼% of the first \$9,000 in basic earnings during the plan year, and 3 ¼% of such earnings in excess

## EXAMPLE 2

### PENSION CALCULATIONS FOR JOINT OPTIONS

- (a) Using the information in Example 1, the member elected the 50% joint benefit option at his retirement at age 65. The member's benefit would then be adjusted by the age of his joint annuitant, age 62 in this example. The benefit payable to the member would be as follows:

|                              |                    |
|------------------------------|--------------------|
| Total Accrued Pension        | \$45,147.04        |
| Adjustment Factor            | <u>x 91.7%</u>     |
| <b>Annual Pension Amount</b> | <b>\$41,399.84</b> |

The member would receive a yearly Pension Benefit of **\$41,399.84 for life** along with any future cost of living increases. Upon the member's death, the joint annuitant would receive **an annual benefit equal to 50% (one half) of what the member was receiving.**

- (b) If the member elected the 100% joint benefit option, his benefit would be calculated as follows:

|                              |                    |
|------------------------------|--------------------|
| Total Accrued Pension        | \$45,147.04        |
| Adjustment Factor            | <u>x 84.7%</u>     |
| <b>Annual Pension Amount</b> | <b>\$38,239.54</b> |

If the member dies, **100% of his monthly benefit at the time of his death will be continued to his joint payee for life** along with any future cost of living increases.

### EXAMPLE 3

#### LIFE ANNUITY WITH GUARANTEED NUMBER OF MONTHLY PAYMENTS OPTION

For this example, the member in Example 1 retires at age 65 and elects the “Life Annuity with Guaranteed Number of Monthly Payments Option.” In this option, he will receive a reduced benefit for life and also select a specified 60 or 120 monthly payments guaranteed to his beneficiary. His benefit **with a specified 120 monthly payments** guarantee would be as follows:

|                              |                    |
|------------------------------|--------------------|
| Total Accrued Pension        | \$45,147.04        |
| Adjustment Factor            | <u>x 94.8%</u>     |
| <b>Annual Pension Amount</b> | <b>\$42,799.39</b> |

If he should die before receiving the specified 120 monthly payments selected, the balance of the guaranteed number of monthly payments will continue to his beneficiary along with any cost of living increases.

### EXAMPLE 4

#### SPOUSE'S PENSION BENEFIT

If the member in Example 1 was married, actively employed at GPA and died at age 60, assuming that the member's spouse is 6 years younger, the spouse will receive the following benefit:

|  |                    |
|--|--------------------|
| Annual Accrued Pension of employee at age 60.  | \$33,131.49        |
| Spousal Pension adjustment factor, which is 50% less 1/2% for the 1 year that the spouse is more than 5 years younger than the member. | <u>x 49.5%</u>     |
| <b>Spouse's annual benefit payable for life</b>  | <b>\$16,400.09</b> |

The spouse will also receive any cost of living increases.

**NOTE: All of the examples above are intended for the sole purpose of illustrating certain of the Plan's provisions. Every member's calculation will be different, and the examples do not address every factor that can affect the amount of a member's benefit. The terms of the Plan, and not the examples above, will determine your actual benefit.**