



**Pacific Maritime Association  
Headquarters**

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Date: April 29, 2021  
To: ILWU-PMA Savings (401(k)) Plan Participants  
Re: ILWU-PMA Savings (401(k)) Plan - COVID-19 Exclusion Pay

This notice is to inform you that the PMA and the ILWU have agreed that Exclusion Pay counts as Industry Compensation for purposes of Elective Deferrals and as Qualified Hours for Nonelective Employer Contributions under the ILWU-PMA Savings (401(k)) Plan.

**Your existing deferral election will be applied to Exclusion Pay:**

Beginning with the payroll period ending May 14, 2021, any Exclusion Pay that you receive will be subject to your deferral elections. Exclusion Pay is not a separate deferral election. If you have a deferral election on file with Fidelity, that election will also apply to any Exclusion Pay you may receive. If you wish to make changes to or stop your current deferral election; or begin deferrals from both your Regular and Exclusion Pay, you must contact Fidelity Investments at 1-800-761-ILWU (4598) or go online to [www.netbenefits.com](http://www.netbenefits.com). Your change will usually go into effect two (2) weeks after Fidelity receives your request.

Note: You must be an Active Registered worker to make deferral contributions to the Plan.

**Exclusion Pay will count as Qualified Hours for Nonelective Employer Contributions:**

Exclusion Pay counts as Qualified Hours, therefore, if you are eligible for Nonelective Employer Contributions under the Plan, you will receive your applicable Nonelective Contribution for each Qualified Hour of Exclusion Pay you receive.