

**GSA-ILA FUND FOR SUPPLEMENTAL VACATION BENEFITS**  
**AND USMX-ILA MONEY PURCHASE FUND AND SAVINGS PLAN**

October 15, 2025

ATTENTION: Potential opportunity to contribute GSA-ILA Fund for Supplemental Vacation Benefits (FSVB) container royalty benefits into USMX-ILA Money Purchase Fund and Savings Plan (MPP) for the calendar year ending December 31, 2025.

Dear GSA-ILA FSVB Participant,

As you are aware, you may be eligible to participate in the USMX-ILA MPP. Due to this Plan being established, the GSA-ILA FSVB was amended to allow participants that are defined as "Level 1 – Employees" by the USMX-ILA MPP Plan Agreement and Declaration, to contribute a portion of their December 2025 container royalty benefits into this newly established Plan. These deferrals have pre and post-tax options and are subject to IRS limitations (see below).

Generally, the benefit of contributing to the USMX-ILA MPP is to help further solidify your future retirement savings and benefits. The benefit of compounding interest and earnings over time within the USMX-ILA MPP is a very powerful tool that should not be overlooked. There are also current tax benefits to utilizing the pre-tax deferral option, and there are future tax benefits at retirement when utilizing the post-tax feature. Typically, pre-tax deferrals are not subject to federal and state income tax withholdings and would also not be reported as taxable income on your individual income tax return. Comparatively, the post-tax deferral option would be subject to current withholdings and federal and state income tax. The post-tax deferrals option would however be exempt from being taxed when distributed at retirement. Please see the attached illustrative examples for pre-tax deferral benefits.

Please note that the deferrals of your container royalty benefits into the USMX-ILA MPP is optional and is not required. **If you do not wish to defer your (pre or post tax) container royalty benefits into the USMX-ILA MPP, you are not required to exercise this option, and no action is required on your part at this time.**

The IRS limits for deferring pre and post-tax benefits for the calendar year ending December 31, 2025 is: \$23,500; there is also a catch-up provision if you are age 50 or older of \$7,500 (for a total of \$31,000). Please be careful in making your election. You must consider your **other** annual payroll deferrals along with making your election for GSA-ILA FSVB container royalty benefits deferral. Penalties and taxes are assessed if you exceed the annual limits as set by the IRS. **Please consult with your tax professional for tax advice and planning.**

If you are interested in deferring a portion of or all (up to the IRS limits previously mentioned) of your GSA-ILA FSVB container royalty benefits into the USMX-ILA MPP, please indicate the amount of your container royalty benefits you wish to defer into the newly established USMX-ILA MPP at the bottom of this letter and return the below form to the GSA-ILA Welfare Fund office by November 14, 2025.

If the GSA-ILA Welfare Fund office does not have your returned information by November 14, 2025, zero (\$0) will be withheld from your GSA-ILA FSVB container royalty benefits and deferred into the USMX-ILA MPP this upcoming December 2025.

Respectfully,

GSA-ILA FSVB

Valarie F. West, Manager

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**Please return below information to the GSA-ILA Welfare Fund office by November 14, 2025**

Full Name \_\_\_\_\_ SSN: \_\_\_\_\_ DOB: \_\_\_\_\_

Address \_\_\_\_\_ Phone number: \_\_\_\_\_ Email: \_\_\_\_\_

**Please make one (1) election below.** Please note the IRS limits are \$23,500 with an additional \$7,500 if you are age 50 or older for the calendar year ending December 31, 2025. These limits include deferrals of all types (combined) and from all employee sources (including: paycheck/payroll deferrals and GSA-ILA FSVB deferrals). **NOTE: If you do not wish to defer any of your GSA-ILA FSVB container royalty benefits into the USMX-ILA MPP, no further action is required.**

**Option 1:** I elect to contribute PRE-TAX \$ \_\_\_\_\_ /or/ \_\_\_\_\_ % of GSA-ILA FSVB container royalty benefits (GROSS) into the USMX-ILA MPP in December 2025. If you wish to "max out" your contributions, please write "MAX" in the blanks provided above.

**Option 2:** I elect to contribute POST-TAX \$ \_\_\_\_\_ /or/ \_\_\_\_\_ % of GSA-ILA FSVB container royalty benefits (GROSS) into the USMX-ILA MPP in December 2025. If you wish to "max out" your contributions, please write "MAX" in the blanks provided above.

Signature: \_\_\_\_\_ and Date \_\_\_\_\_

**Return to: GSA-ILA Welfare Fund, PO Box 1280, Savannah, GA 31402-1280; or email: vwest@ilasav.com; or fax: 912-233-5195**

GSA-ILA FSVB

Illustrative Examples - Pre-tax deferrals of Container Royalty Benefits into the USMX-ILA MPP and net Container Royalty Benefits  
For the Calendar Year Ending December 31, 2025

	0% pre-tax deferral	5% pre-tax deferral	15% pre-tax deferral	25% pre-tax deferral	35% pre-tax deferral	45% pre-tax deferral	55% pre-tax deferral	Max pre-tax deferral
<b>Category A</b>								
Gross	\$ 4,297	\$ 4,297	\$ 4,297	\$ 4,297	\$ 4,297	\$ 4,297	\$ 4,297	\$ 4,297
Pre-tax deferrals into USMX-ILA MPP	\$ -	\$ (215)	\$ (645)	\$ (1,074)	\$ (1,504)	\$ (1,934)	\$ (2,364)	\$ (3,198)
Federal Tax	\$ (1,074)	\$ (1,021)	\$ (913)	\$ (806)	\$ (698)	\$ (591)	\$ (483)	\$ (275)
State Tax	\$ (258)	\$ (245)	\$ (219)	\$ (193)	\$ (168)	\$ (142)	\$ (116)	\$ (66)
FICA	\$ (329)	\$ (329)	\$ (329)	\$ (329)	\$ (329)	\$ (329)	\$ (329)	\$ (329)
Int'l Dues	\$ (430)	\$ (430)	\$ (430)	\$ (430)	\$ (430)	\$ (430)	\$ (430)	\$ (430)
Net Pay	<u>\$ 2,207</u>	<u>\$ 2,058</u>	<u>\$ 1,762</u>	<u>\$ 1,465</u>	<u>\$ 1,169</u>	<u>\$ 872</u>	<u>\$ 576</u>	<u>\$ (0)</u>
<b>Category B</b>								
Gross	\$ 8,595	\$ 8,595	\$ 8,595	\$ 8,595	\$ 8,595	\$ 8,595	\$ 8,595	\$ 8,595
Pre-tax deferrals into USMX-ILA MPP	\$ -	\$ (430)	\$ (1,289)	\$ (2,149)	\$ (3,008)	\$ (3,868)	\$ (4,727)	\$ (6,396)
Federal Tax	\$ (2,149)	\$ (2,041)	\$ (1,826)	\$ (1,612)	\$ (1,397)	\$ (1,182)	\$ (967)	\$ (550)
State Tax	\$ (516)	\$ (490)	\$ (438)	\$ (387)	\$ (335)	\$ (284)	\$ (232)	\$ (132)
FICA	\$ (658)	\$ (658)	\$ (658)	\$ (658)	\$ (658)	\$ (658)	\$ (658)	\$ (658)
Int'l Dues	\$ (859)	\$ (859)	\$ (859)	\$ (859)	\$ (859)	\$ (859)	\$ (859)	\$ (859)
Net Pay	<u>\$ 4,414</u>	<u>\$ 4,117</u>	<u>\$ 3,524</u>	<u>\$ 2,931</u>	<u>\$ 2,338</u>	<u>\$ 1,745</u>	<u>\$ 1,152</u>	<u>\$ (0)</u>
<b>Category C</b>								
Gross	\$ 12,892	\$ 12,892	\$ 12,892	\$ 12,892	\$ 12,892	\$ 12,892	\$ 12,892	\$ 12,892
Pre-tax deferrals into USMX-ILA MPP	\$ -	\$ (645)	\$ (1,934)	\$ (3,223)	\$ (4,512)	\$ (5,802)	\$ (7,091)	\$ (9,595)
Federal Tax	\$ (3,223)	\$ (3,062)	\$ (2,740)	\$ (2,417)	\$ (2,095)	\$ (1,773)	\$ (1,450)	\$ (824)
State Tax	\$ (774)	\$ (735)	\$ (658)	\$ (580)	\$ (503)	\$ (425)	\$ (348)	\$ (198)
FICA	\$ (986)	\$ (986)	\$ (986)	\$ (986)	\$ (986)	\$ (986)	\$ (986)	\$ (986)
Int'l Dues	\$ (1,289)	\$ (1,289)	\$ (1,289)	\$ (1,289)	\$ (1,289)	\$ (1,289)	\$ (1,289)	\$ (1,289)
Net Pay	<u>\$ 6,620</u>	<u>\$ 6,175</u>	<u>\$ 5,286</u>	<u>\$ 4,396</u>	<u>\$ 3,507</u>	<u>\$ 2,617</u>	<u>\$ 1,728</u>	<u>\$ (0)</u>
<b>Category D</b>								
Gross	\$ 17,190	\$ 17,190	\$ 17,190	\$ 17,190	\$ 17,190	\$ 17,190	\$ 17,190	\$ 17,190
Pre-tax deferrals into USMX-ILA MPP	\$ -	\$ (859)	\$ (2,578)	\$ (4,297)	\$ (6,016)	\$ (7,735)	\$ (9,454)	\$ (12,793)
Federal Tax	\$ (4,297)	\$ (4,083)	\$ (3,653)	\$ (3,223)	\$ (2,793)	\$ (2,364)	\$ (1,934)	\$ (1,099)
State Tax	\$ (1,031)	\$ (980)	\$ (877)	\$ (774)	\$ (670)	\$ (567)	\$ (464)	\$ (264)
FICA	\$ (1,315)	\$ (1,315)	\$ (1,315)	\$ (1,315)	\$ (1,315)	\$ (1,315)	\$ (1,315)	\$ (1,315)
Int'l Dues	\$ (1,719)	\$ (1,719)	\$ (1,719)	\$ (1,719)	\$ (1,719)	\$ (1,719)	\$ (1,719)	\$ (1,719)
Net Pay	<u>\$ 8,827</u>	<u>\$ 8,234</u>	<u>\$ 7,048</u>	<u>\$ 5,862</u>	<u>\$ 4,676</u>	<u>\$ 3,490</u>	<u>\$ 2,303</u>	<u>\$ (0)</u>
<b>Category E</b>								
Gross	\$ 21,487	\$ 21,487	\$ 21,487	\$ 21,487	\$ 21,487	\$ 21,487	\$ 21,487	\$ 21,487
Pre-tax deferrals into USMX-ILA MPP	\$ -	\$ (1,074)	\$ (3,223)	\$ (5,372)	\$ (7,521)	\$ (9,669)	\$ (11,818)	\$ (15,991)
Federal Tax	\$ (5,372)	\$ (5,103)	\$ (4,566)	\$ (4,029)	\$ (3,492)	\$ (2,955)	\$ (2,417)	\$ (1,374)
State Tax	\$ (1,289)	\$ (1,225)	\$ (1,096)	\$ (967)	\$ (838)	\$ (709)	\$ (580)	\$ (330)
FICA	\$ (1,644)	\$ (1,644)	\$ (1,644)	\$ (1,644)	\$ (1,644)	\$ (1,644)	\$ (1,644)	\$ (1,644)
Int'l Dues	\$ (2,149)	\$ (2,149)	\$ (2,149)	\$ (2,149)	\$ (2,149)	\$ (2,149)	\$ (2,149)	\$ (2,149)
Net Pay	<u>\$ 11,034</u>	<u>\$ 10,292</u>	<u>\$ 8,810</u>	<u>\$ 7,327</u>	<u>\$ 5,845</u>	<u>\$ 4,362</u>	<u>\$ 2,879</u>	<u>\$ (0)</u>

NOTE - Also take into account your taxable income will be reduced by the amount of the pre-tax deferral you wish to contribute into the USMX-ILA MPP. This would ultimately reduce the amount of income taxes you pay on an annual basis. Please consult with your tax professional for tax advice and planning.