GSA-ILA FUND FOR SUPPLEMENTAL VACATION BENEFITS

AND USMX-ILA MONEY PURCHASE FUND AND SAVINGS PLAN

October 20, 2026

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, 2026.

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 2026 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, 2026 is: $24,500; there is also a catch-up provision if you are age 50 or older of $8,000 (for a total of $32,500). 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 USMX-ILA MPP at the bottom of this letter and return the below form to the GSA-ILA Welfare Fund office by November 16, 2026.

If the GSA-ILA Welfare Fund office does not have your returned information by November 16, 2026, zero ($0) will be withheld from your GSA-ILA FSVB container royalty benefits and deferred into the USMX-ILA MPP this upcoming December 2026.

Respectfully,

GSA-ILA FSVB

Valarie F. West, Manager

Please return below information to the GSA-ILA Welfare Fund office by November 16, 2026

Full Name_____ SSN:_____ DOB:_____

Address_____ Phone number: _____ Email:_____

Please make one (1) election below. Please note the IRS limits are $24,500 with an additional $8,000 if you are age 50 or older for the calendar year ending December 31, 2026. 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 2026. 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 2026. 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, 2026

	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
Category A								
Gross	$ 7,000	$ 7,000	$ 7,000	$ 7,000	$ 7,000	$ 7,000	$ 7,000	$ 7,000
Pre-tax deferrals into USMX-ILA MPP	$ -	$ (350)	$ (1,050)	$ (1,750)	$ (2,450)	$ (3,150)	$ (3,850)	$ (5,209)
Federal Tax	$ (1,750)	$ (1,663)	$ (1,488)	$ (1,313)	$ (1,138)	$ (963)	$ (788)	$ (448)
State Tax	$ (420)	$ (399)	$ (357)	$ (315)	$ (273)	$ (231)	$ (189)	$ (107)
FICA	$ (536)	$ (536)	$ (536)	$ (536)	$ (536)	$ (536)	$ (536)	$ (536)
Int'l Dues	$ (700)	$ (700)	$ (700)	$ (700)	$ (700)	$ (700)	$ (700)	$ (700)
Net Pay	$ 3,595	$ 3,353	$ 2,870	$ 2,387	$ 1,904	$ 1,421	$ 938	$ 0
Category B								
Gross	$ 14,000	$ 14,000	$ 14,000	$ 14,000	$ 14,000	$ 14,000	$ 14,000	$ 14,000
Pre-tax deferrals into USMX-ILA MPP	$ -	$ (700)	$ (2,100)	$ (3,500)	$ (4,900)	$ (6,300)	$ (7,700)	$ (10,419)
Federal Tax	$ (3,500)	$ (3,325)	$ (2,975)	$ (2,625)	$ (2,275)	$ (1,925)	$ (1,575)	$ (895)
State Tax	$ (840)	$ (798)	$ (714)	$ (630)	$ (546)	$ (462)	$ (378)	$ (215)
FICA	$ (1,071)	$ (1,071)	$ (1,071)	$ (1,071)	$ (1,071)	$ (1,071)	$ (1,071)	$ (1,071)
Int'l Dues	$ (1,400)	$ (1,400)	$ (1,400)	$ (1,400)	$ (1,400)	$ (1,400)	$ (1,400)	$ (1,400)
Net Pay	$ 7,189	$ 6,706	$ 5,740	$ 4,774	$ 3,808	$ 2,842	$ 1,876	$ 0
Category C								
Gross	$ 22,000	$ 22,000	$ 22,000	$ 22,000	$ 22,000	$ 22,000	$ 22,000	$ 22,000
Pre-tax deferrals into USMX-ILA MPP	$ -	$ (1,100)	$ (3,300)	$ (5,500)	$ (7,700)	$ (9,900)	$ (12,100)	$ (16,372)
Federal Tax	$ (5,500)	$ (5,225)	$ (4,675)	$ (4,125)	$ (3,575)	$ (3,025)	$ (2,475)	$ (1,407)
State Tax	$ (1,320)	$ (1,254)	$ (1,122)	$ (990)	$ (858)	$ (726)	$ (594)	$ (338)
FICA	$ (1,683)	$ (1,683)	$ (1,683)	$ (1,683)	$ (1,683)	$ (1,683)	$ (1,683)	$ (1,683)
Int'l Dues	$ (2,200)	$ (2,200)	$ (2,200)	$ (2,200)	$ (2,200)	$ (2,200)	$ (2,200)	$ (2,200)
Net Pay	$ 11,297	$ 10,538	$ 9,020	$ 7,502	$ 5,984	$ 4,466	$ 2,948	$ 0
Category D								
Gross	$ 29,000	$ 29,000	$ 29,000	$ 29,000	$ 29,000	$ 29,000	$ 29,000	$ 29,000
Pre-tax deferrals into USMX-ILA MPP	$ -	$ (1,450)	$ (4,350)	$ (7,250)	$ (10,150)	$ (13,050)	$ (15,950)	$ (21,582)
Federal Tax	$ (7,250)	$ (6,888)	$ (6,163)	$ (5,438)	$ (4,713)	$ (3,988)	$ (3,263)	$ (1,855)
State Tax	$ (1,740)	$ (1,653)	$ (1,479)	$ (1,305)	$ (1,131)	$ (957)	$ (783)	$ (445)
FICA	$ (2,219)	$ (2,219)	$ (2,219)	$ (2,219)	$ (2,219)	$ (2,219)	$ (2,219)	$ (2,219)
Int'l Dues	$ (2,900)	$ (2,900)	$ (2,900)	$ (2,900)	$ (2,900)	$ (2,900)	$ (2,900)	$ (2,900)
Net Pay	$ 14,892	$ 13,891	$ 11,890	$ 9,889	$ 7,888	$ 5,887	$ 3,886	$ (0)
Category E								
Gross	$ 36,000	$ 36,000	$ 36,000	$ 36,000	$ 36,000	$ 36,000	$ 36,000	$ 36,000
Pre-tax deferrals into USMX-ILA MPP	$ -	$ (1,800)	$ (5,400)	$ (9,000)	$ (12,600)	$ (16,200)	$ (19,800)	$ (24,500)
Federal Tax	$ (9,000)	$ (8,550)	$ (7,650)	$ (6,750)	$ (5,850)	$ (4,950)	$ (4,050)	$ (2,875)
State Tax	$ (2,160)	$ (2,052)	$ (1,836)	$ (1,620)	$ (1,404)	$ (1,188)	$ (972)	$ (690)
FICA	$ (2,754)	$ (2,754)	$ (2,754)	$ (2,754)	$ (2,754)	$ (2,754)	$ (2,754)	$ (2,754)
Int'l Dues	$ (3,600)	$ (3,600)	$ (3,600)	$ (3,600)	$ (3,600)	$ (3,600)	$ (3,600)	$ (3,600)
Net Pay	$ 18,486	$ 17,244	$ 14,760	$ 12,276	$ 9,792	$ 7,308	$ 4,824	$ 1,581

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.