

# ***SEAFARERS MONEY PURCHASE PENSION PLAN***

5201 Auth Way  
Camp Springs, Maryland 20746-4275  
(301) 899-0675

Margaret R. Bowen  
Administrator

November 25, 2019

Dear Participant:

The enclosed 401(k) Safe Harbor Notice, which federal law requires us to send to participants, has been drafted using the required government language which may be confusing. We are required to send this notice since we are exercising our option as the Plan Sponsor to use the Seafarers Money Purchase Pension plan as a “safe harbor” for the Seafarers International Union AGLIW 401(k) Plan.

Information regarding the Seafarers 401(k) Plan is available at the SIU halls and on the Seafarers website: [www.seafarers.org](http://www.seafarers.org) under the Member Benefits tab.

For further information regarding this Notice, please contact the Administrator at 5201 Auth Way, Camp Springs, MD 20746 or by phone at (301) 899-0675.

Sincerely,

Margaret R. Bowen  
Administrator

Enclosure

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## **401(K) SAFE HARBOR NOTICE**

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Dear Participant:

You are receiving this Notice since you are either a participant in the Seafarers Money Purchase Pension Plan or you will be eligible in the future to participate in the Seafarers International Union, AGLIW 401(k) Plan ("401(k) Plan").

Under the 401(k) Plan, you can make Voluntary Deferred Salary Contributions and Roth Contributions. For the 2020 plan year, you may make a Deferred Salary Contribution and Roth Contribution of up to 75% of your pay, in accordance with the maximum dollar limit of \$19,500 which may change in the future. To start or to change your Deferred Salary Contribution and Roth Contribution, please complete an Enrollment Form and submit it to your employer. Changes can be made to your future Deferred Salary Contributions and Roth Contributions at any time. The percentage of your salary for your Deferred Salary Contribution and/or Roth Contribution is based upon your gross wages.

For the 2020 plan year, a Safe Harbor Non-Elective Employer Contribution of at least 3% of your pay will be made to the Seafarers Money Purchase Pension Plan. Your Deferred Salary Contribution, Roth Contribution, and the Non-Elective Contributions for the 401(k) Plan are 100% vested. Please be advised that your Deferred Salary Contribution and Roth Contribution may be withdrawn for financial hardship.

For further information on these contributions to your Plan, please refer to the 401(k) Plan enrollment package or you may contact the Administrator at 5201 Auth Way, Camp Springs, MD 20746 or by phone at (301) 899-0675.

Sincerely,

Margaret R. Bowen  
Administrator

**This document is provided for informational purposes only and should not be construed as legal or tax counsel. You should consult with your own tax or financial advisor(s) concerning specific application of Safe Harbor to your retirement.**