



IATSE LOCAL 728

GUIDE TO

RETIREMENT

**STEP BY STEP INSTRUCTIONS
AND INFORMATION ABOUT HOW
TO RETIRE FROM THE MOTION
PICTURE INDUSTRY PENSION
AND HEALTH PLANS**

The Road to Retirement!

Deciding to retire is an important decision for you and your loved ones. Understanding your benefits, planning for the future and discussing your options with trusted advisors, friends and family are all essential to a successful transition from the workplace into retirement.

This guide is designed to help you navigate the retirement process while highlighting the decisions you must make about your benefits and information you must provide to the Motion Picture Industry Pension Plan (the “Pension Plan”) and the Motion Picture Industry Individual Account Plan (the “IAP”) (collectively, “MPI”) before and after your retirement date. Additionally, you will find important information about changes to your benefits* that occur upon retirement.

Please read this information carefully prior to your counseling appointment. During your appointment, your counselor will provide you with additional forms and information required prior to your retirement. A counselor will also be available throughout the retirement process to answer questions you may have.

If you haven’t already scheduled an appointment to meet with an MPI Retirement Counselor, please call MPI toll-free at:

(855) 275-4674

RETIREMENT CHECKLIST

This checklist provides you with an overview of important deadlines throughout the retirement process.

3 TO 6 MONTHS BEFORE RETIREMENT

Choose a retirement date (it must be the first day of the month you wish to retire).
Complete and submit your retirement application.
Gather all required documents.

3 TO 4 MONTHS BEFORE RETIREMENT

Meet with a Retirement Counselor. Make an appointment by calling MPI's Participant Services Center:
(855) ASK-4MPI.

2 MONTHS BEFORE RETIREMENT

Your Retirement Application is due. You may submit your application as early as six months (180 days) prior to your chosen retirement date. Your Retirement Application must be received by MPI no later than two complete calendar months prior to your selected retirement date.

30 DAYS BEFORE RETIREMENT

All legal documents, your Retirement Benefit Election Form and other retirement forms are due.

CHANGING OR CANCELLING YOUR RETIREMENT If you decide to cancel or change your retirement date, you must do so in writing prior to your scheduled retirement date. If you cancel your retirement, you will have to re-apply at least two months before your new retirement date.

RETIREMENT DATE

Your monthly Pension Plan benefit commences.
Your Retiree Health Plan coverage begins.

2 MONTHS AFTER RETIREMENT

You cannot work in the Industry for two months.
You will receive a Retirement Affidavit at the end of this period.

AFTER 2 MONTH NO-WORK PERIOD

Sign and return your Retirement Affidavit, affirming that you have not worked in the Industry for two calendar months. You will receive your IAP lump sum payment approximately two to three weeks after MPI receives your affidavit.

You may return to work in the Industry, but your monthly pension benefit may be affected if you work or are guaranteed 40 hours or more in a Payroll Month.

A payroll month is not a calendar month; see enclosed calendar.



2016-2017 RETIREE RE-EMPLOYMENT PAYROLL CALENDAR

MPI Retirement Benefits • P.O. Box 1999 • Studio City, CA 91614-0999
 Toll-Free: (855) 275-4674 • Fax: (323) 877-2223 • Email: service@mpiphp.org

If you work or are guaranteed 40 or more hours in a **Payroll Month** you will incur a Month of Suspendible Service and only be entitled to the portion of your monthly pension derived from your employee contributions, if any. **Payroll Months** are reflected in the right-hand column under "Payroll Month."

Calendar Month	SU	MO	TU	WE	TH	FR	SA	Payroll Month
DEC 2015	20	21	22	23	24	25	26	
	27	28	29	30	31			
JAN 2016						1	2	JAN 2016
	3	4	5	6	7	8	9	
	10	11	12	13	14	15	16	
	17	18	19	20	21	22	23	
	24	25	26	27	28	29	30	
	31							FEB 2016
FEB 2016		1	2	3	4	5	6	
	7	8	9	10	11	12	13	
	14	15	16	17	18	19	20	
	21	22	23	24	25	26	27	
	28	29						MAR 2016
MAR 2016			1	2	3	4	5	
	6	7	8	9	10	11	12	
	13	14	15	16	17	18	19	
	20	21	22	23	24	25	26	
	27	28	29	30	31			APR 2016
APR 2016						1	2	
	3	4	5	6	7	8	9	
	10	11	12	13	14	15	16	
	17	18	19	20	21	22	23	
	24	25	26	27	28	29	30	
	31							MAY 2016
MAY 2016		1	2	3	4	5	6	
	8	9	10	11	12	13	14	
	15	16	17	18	19	20	21	
	22	23	24	25	26	27	28	
	29	30	31					JUN 2016
JUN 2016							4	
	5	6	7	8	9	10	11	
	12	13	14	15	16	17	18	
	19	20	21	22	23	24	25	
	26	27	28	29	30			JUL 2016
JUL 2016						1	2	
	3	4	5	6	7	8	9	
	10	11	12	13	14	15	16	
	17	18	19	20	21	22	23	
	24	25	26	27	28	29	30	
	31							AUG 2016
AUG 2016		1	2	3	4	5	6	
	7	8	9	10	11	12	13	
	14	15	16	17	18	19	20	
	21	22	23	24	25	26	27	
	28	29	30	31				SEP 2016
SEP 2016					1	2	3	
	4	5	6	7	8	9	10	
	11	12	13	14	15	16	17	
	18	19	20	21	22	23	24	
	25	26	27	28	29	30		OCT 2016
OCT 2016							1	
	2	3	4	5	6	7	8	
	9	10	11	12	13	14	15	
	16	17	18	19	20	21	22	
	23	24	25	26	27	28	29	
	30	31						NOV 2016
NOV 2016			1	2	3	4	5	
	6	7	8	9	10	11	12	
	13	14	15	16	17	18	19	
	20	21	22	23	24	25	26	
	27	28	29	30				DEC 2016
DEC 2016					1	2	3	
	4	5	6	7	8	9	10	
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	18	19	20	21	22	23	24	
	25	26	27	28	29	30	31	

Calendar Month	SU	MO	TU	WE	TH	FR	SA	Payroll Month
DEC 2016	18	19	20	21	22	23	24	
	25	26	27	28	29	30	31	
JAN 2017	1	2	3	4	5	6	7	JAN 2017
	8	9	10	11	12	13	14	
	15	16	17	18	19	20	21	
	22	23	24	25	26	27	28	
	29	30	31					FEB 2017
FEB 2017		5	6	7	8	9	10	
	12	13	14	15	16	17	18	
	19	20	21	22	23	24	25	
	26	27	28					MAR 2017
MAR 2017				1	2	3	4	
	5	6	7	8	9	10	11	
	12	13	14	15	16	17	18	
	19	20	21	22	23	24	25	
	26	27	28	29	30	31		APR 2017
APR 2017		2	3	4	5	6	7	
	9	10	11	12	13	14	15	
	16	17	18	19	20	21	22	
	23	24	25	26	27	28	29	
	30							MAY 2017
MAY 2017		1	2	3	4	5	6	
	7	8	9	10	11	12	13	
	14	15	16	17	18	19	20	
	21	22	23	24	25	26	27	
	28	29	30	31				JUN 2017
JUN 2017						1	2	
	4	5	6	7	8	9	10	
	11	12	13	14	15	16	17	
	18	19	20	21	22	23	24	
	25	26	27	28	29	30		JUL 2017
JUL 2017						1	2	
	3	4	5	6	7	8	9	
	10	11	12	13	14	15	16	
	17	18	19	20	21	22	23	
	24	25	26	27	28	29	30	
	31							AUG 2017
AUG 2017				1	2	3	4	
	6	7	8	9	10	11	12	
	13	14	15	16	17	18	19	
	20	21	22	23	24	25	26	
	27	28	29	30	31			SEP 2017
SEP 2017						1	2	
	3	4	5	6	7	8	9	
	10	11	12	13	14	15	16	
	17	18	19	20	21	22	23	
	24	25	26	27	28	29	30	
	31							OCT 2017
OCT 2017		1	2	3	4	5	6	
	8	9	10	11	12	13	14	
	15	16	17	18	19	20	21	
	22	23	24	25	26	27	28	
	29	30	31					NOV 2017
NOV 2017				1	2	3	4	
	5	6	7	8	9	10	11	
	12	13	14	15	16	17	18	
	19	20	21	22	23	24	25	
	26	27	28	29	30			DEC 2017
DEC 2017						1	2	
	3	4	5	6	7	8	9	
	10	11	12	13	14	15	16	
	17	18	19	20	21	22	23	
	24	25	26	27	28	29	30	
	31							

STEP-BY-STEP INSTRUCTIONS

Choosing to retire is an important life decision that should be made only after careful consideration. Understanding the requirements and timelines associated with the retirement process will help ensure a smooth transition. Please read this Guide to Retirement carefully and follow the instructions below.

REVIEW YOUR RETIREMENT BENEFIT ESTIMATE

Are you financially ready to retire? Review the enclosed Retirement Benefit Estimate Summary and consider whether the estimated monthly benefits, along with your savings and other expected forms of retirement income, will be sufficient to cover your expenses now and in the future. This is something you get when you make an appointment.

If you are married, consider which Benefit Payment Option will best meet your financial needs during your lifetime or that of a surviving spouse.

Independent financial and tax advisors can help you identify your financial and lifestyle goals and determine how much income you need in retirement to achieve those goals.

If you choose not to retire until after you turn age 70½, you will be required by the IRS to receive Minimum Distribution Benefits on April 1 in the year following the year you turn age 70.

SUBMIT YOUR RETIREMENT APPLICATION

Enclosed is the retirement application. Once you make your appointment they will fill it out for you at the appointment. The Retirement Application is your notification to MPI that you intend to stop working in the Industry.

If your application is not submitted at least two complete calendar months before your requested retirement date, your retirement date will be moved to the next available retirement date.

GATHER YOUR REQUIRED LEGAL DOCUMENTS

MPI requires certain legal documentation before your retirement benefits can be processed. These documents must be submitted to MPI at least 30 days before your requested retirement date.

- **Proof of age:** You must submit legal evidence of your birth date. Acceptable documents include a copy of your birth certificate, passport, DD-214 military discharge form, baptismal records, residency card or Certificate of U.S. Naturalization issued by U.S. Citizenship and Immigration Services.
- **If you are married or have other dependents,** you must provide proof of age for your spouse, children and other eligible dependents.
- **Proof of Tax ID for Yourself, your Spouse and/or Beneficiaries:** You must submit proof of a valid Social Security number or tax identification number for you and each eligible dependent.
- **Proof of Marriage:** You must submit legal evidence of your marriage to your spouse, if applicable.

- **Proof of Divorce:** You must submit the following for all previous spouse(s). Draft documents are not sufficient.
 - A complete conformed photocopy of the Final Dissolution of Marriage (Final Judgment). A conformed copy includes the judge's signature and a dated stamp from the court.
 - The Property Settlement Agreement, if applicable
 - Interlocutory judgment, if referenced in the Final Judgment
 MPI must verify whether any prior spouses have a claim to your benefits.
- **Death Certificate:** If a former spouse is deceased, you must provide MPI with a copy of their death certificate.

As a closing statement, if your required forms and documents are not submitted at least 30 days prior to your retirement date, your request for retirement will be cancelled.

MEET WITH A RETIREMENT COUNSELOR

An essential part of the retirement process is meeting with a Retirement Counselor. MPI Retirement Counselors are there to help you understand your benefits, fill out forms, identify applicable deadlines and adhere to the rules and requirements in order to ensure a smooth transition for you. Since many of the decisions you will make during the retirement process will impact your spouse and require their signature to consent, please have your spouse attend the counseling session with you.

To schedule an appointment with a Retirement Counselor, please contact the Participant Services Center: (855) ASK-4MPI. If, at any time, you have questions about the retirement process, are unable to provide MPI with the required documentation or simply want to confirm that the process is still on track, feel free to contact a Retirement Counselor.

CONFIRM YOUR FIRST PAYMENT DATE WITH MPI

Once you have submitted all your forms and legal documents, please contact a Retirement Counselor to confirm your retirement date. If they have not received all required documents at least 30 days before your requested retirement date, your request for retirement will be cancelled.

RETIRE... DO NOT WORK FOR TWO MONTHS

Your first pension benefit payment will be made on your retirement date. If you choose to receive your benefit payment by check, you will receive your first payment after your retirement date. For those electing direct deposit, the payment will be made on your retirement date. Reminder, you will need to complete two full months of no work in the Industry.

RETURN YOUR RETIREMENT AFFIDAVIT

At the end of the two months immediately following your retirement date, you will receive an affidavit to complete certifying that you did not work in the Industry during this time.

Once MPI receives your signed Retirement Affidavit, your IAP benefit can be processed.

FORMS OVERVIEW

RETIREMENT APPLICATION

This is the document that starts it all. By submitting a Retirement Application, you are informing MPI that you would like to retire within the next six months.

RETIREMENT BENEFIT ESTIMATE SUMMARY

MPI will provide you with an estimate of how much your Pension and IAP benefits will be under each available type of Benefit Payment Option. This is only an estimate to help you understand what your approximate income will be from MPI. Your final benefit amount may differ due to actual hours as of your retirement date.

RETIREMENT BENEFIT ELECTION FORM

This may be the most important form you submit. It tells MPI which Benefit Payment Option you are selecting and whom you are designating as your beneficiary. This decision cannot be changed once you retire. Therefore, please take the time to read through the explanation of the Benefit Payment Options and review your Retirement Benefit Estimate Summary carefully to ensure you are choosing the best benefit option for you and your family.

LUMP SUM DISTRIBUTION ELECTION FORM

You will be required to complete this form for any benefit available as a lump sum payment if the taxable amount is greater than \$200.

TAX WITHHOLDING ELECTION FORM

Use this form to tell MPI how much state and federal tax you want withheld from your benefits payments. You may change your tax withholding at any time. If you do not submit a Tax Withholding Election Form, MPI will automatically withhold taxes as if you are married, claiming three allowances. Each January you will receive a 1099-R from MPI for use in completing your tax returns.

DIRECT DEPOSIT AUTHORIZATION FORM

This form allows MPI to deposit your monthly benefit payments directly into the bank account of your choice. Please note that your Pension payments cannot be directly deposited into a trust account.

ACKNOWLEDGMENT OF RETIREE RE-EMPLOYMENT RULES

This form is an acknowledgment that you understand the rules regarding when you can start working again after retirement (if you choose), notification requirements and how much you can work before your benefits are impacted.

RE-EMPLOYMENT NOTIFICATION FORM Use this form to notify MPI if you plan to return to work after your retirement date. If you do not submit written notification to MPI that you intend to work 40 or more Credited Hours in a Payroll Month, you may be paid benefits you are not entitled to (overpayment), which you would be required to pay back to MPI.

ACKNOWLEDGMENT OF MEDICARE COORDINATION

Upon becoming eligible for Medicare, MPI will become your secondary health plan. This form is an acknowledgment that you understand that payment of your MPI health claims will change once you are eligible for Medicare, whether you are receiving Medicare benefits or not.

HEALTH PLAN ENROLLMENT FORMS If you are eligible for Retiree Health benefits, you may be required to submit new health enrollment forms.

DISTRIBUTION OF YOUR PENSION AND IAP BENEFITS

Upon retirement, you are required to begin taking distribution of your pension and, if applicable, IAP benefits. If your IAP account balance is more than \$5,000, you may choose to take the benefit as an annuity, receiving monthly payments for the remainder of your life. **If the present value of your pension or IAP account balance at the time of retirement is \$5,000 or less, the benefit will be paid as a lump-sum payment to you with no further payments due. If the present value of your pension is more than \$5,000 but not more than \$10,000, the benefits may be paid as a lump-sum but will require spousal consent, if married.**

BENEFIT PAYMENT OPTIONS

Depending on your marital status on your retirement date, you will have the following Benefit Payment Options to choose from. Please review your Retirement Benefit Estimate Summary to help determine which option is best for you and your family. This is a critical decision. **Your choice of a benefit payment option cannot be changed once you retire.** If you elect or are required to receive a survivor annuity benefit, and your named beneficiary pre-deceases you, the benefit cannot be left to another beneficiary or spouse. If you choose to receive both your pension and IAP benefits as annuities, you must select the same benefit payment option for both benefits.

LIFE ANNUITY

Unmarried (default); No children or married with consent

Unless you elect otherwise, unmarried Participants automatically receive a Life Annuity benefit payment option. This option provides a monthly lifetime benefit payment to the Participant only. **No benefit will be paid to any survivor. This is the only option available to unmarried participants with no children.**

QUALIFIED JOINT & 50% SURVIVOR ANNUITY

Married (default)

The Employee Retirement Income Security Act of 1974 (ERISA) requires a married Participant to retire with a Qualified Joint & 50% Survivor Annuity unless the Participant elects another available option with their spouse's written consent.

Under this option, you will receive a reduced monthly benefit (based on your age and your spouse's age) throughout your lifetime. If you predecease your spouse, a lifetime monthly benefit will continue to be paid to your surviving spouse at an amount equal to one half of the monthly benefit received while you were living. **Regardless of divorce or remarriage during**

retirement, the Joint & 50% Survivor Annuity must be paid to the spouse you were married to on your retirement date.

If your spouse predeceases you after your retirement date, the Joint & 50% Survivor Annuity will continue for your lifetime at the same reduced monthly amount; no benefit will be paid to any survivor, including a new spouse if you remarry after retirement.

JOINT & 50% SURVIVOR POP-UP ANNUITY

(Available for the Pension Plan only) Married with Consent

This option pays a monthly benefit for your lifetime. In the event of your death, a monthly benefit continues to the spouse to whom you were married on your retirement date. The benefit is equal to 50% of the monthly amount received before your death. However, if your spouse predeceases you after your retirement date, your monthly benefit will increase (pop-up) to the amount you would have received had you elected a Life Annuity Benefit. The monthly benefit paid to you at retirement is lower than the Life Annuity and the Qualified Joint & 50% Survivor Annuity.

JOINT & 75% SURVIVOR ANNUITY

Married with Consent

This option is similar to the Qualified Joint & 50% Survivor Annuity except that there is less of a reduction in benefit to your surviving spouse in the event of your death. In the event of your death, a lifetime monthly benefit will continue to be paid to your surviving spouse at an amount equal to 75% of the monthly benefit received while you were living. The monthly benefit payment during your lifetime is lower than that received through the Qualified Joint & 50% Survivor Annuity.

JOINT & 100% SURVIVOR ANNUITY

Married with Consent

This option is similar to the Qualified Joint & 75% Survivor Annuity Benefit except that there is no reduction in benefit to your surviving spouse in the event of your death. The monthly benefit payment during your lifetime is lower than that received through the Qualified Joint & 75% Survivor Benefit.

JOINT & 100% SURVIVOR POP-UP ANNUITY

(Available for the Pension Plan only) Married with Consent

The Joint & 100% Pop-up Annuity benefit is similar to the Joint & 50% Pop-up Annuity benefit except that the monthly benefit payable to your surviving spouse will be the same as the amount paid during your lifetime. If your spouse pre-deceases you after your retirement date, your monthly benefit will “pop-up” to the amount you would have received had you selected a Life Annuity Benefit. The monthly benefit payable to you at retirement is lower than the Joint & 100% Survivor Annuity.

TEN-YEARS-CERTAIN & LIFE ANNUITY

Married with Children and Consent; Unmarried with Children

This option provides you with a monthly lifetime Pension benefit. In the event of your death within 10 years of your retirement date, your beneficiary will receive the same monthly benefit

amount for the remainder of the 10-year period. **Following this 10-year period, the benefit payments to your beneficiary will permanently cease.** If you die after the 10-year period following your retirement date, no benefit will be provided to your beneficiary.

If you retire under this option and are re-employed, the 10-year period shall not be increased by the re-employment period.

LUMP SUM PAYMENT

Unmarried; Married with Consent

If the present value of your Pension Plan benefit (including the monthly benefit derived from Unclaimed Vacation & Holiday Pay) is \$5,000 or less, your benefit will be automatically paid in a single lump sum. If the amount is more than \$5,000 but not more than \$10,000, you may elect, with spousal consent, to take the entire value of the benefit in a single lump sum.

All lump sum distributions are subject to 20% IRS income tax withholding. Also, if the lump sum is paid before you reach age 59½, there may be an additional 10% penalty tax. To avoid tax withholding and penalties, you may elect to have the lump sum paid as a direct rollover to an Individual Retirement Account (IRA), a Roth IRA or another qualified plan.

DESIGNATING YOUR BENEFICIARIES

Designating a beneficiary is one of the most important decisions you will make during the retirement process. Individuals you designate as beneficiaries may receive benefits from MPI upon your death. Below are some helpful guidelines for designating your beneficiaries for your Pension, IAP and Life Insurance benefits. You must provide information and documentation for anyone you designate as a beneficiary.

PENSION & IAP BENEFITS FOR ANNUITY OPTIONS

Married Participants may elect, with their spouse's* consent, any of the annuity options or a Life Annuity Benefit. Unmarried Participants with children may elect a Ten-Years-Certain and Life Annuity Benefit or a Life Annuity Benefit.

Only a spouse and/or child(ren) can be designated as the beneficiaries for the Ten-Years-Certain and Life Annuity Benefit.

*The spouse who is married to the Participant on the retirement date.

FOR LUMP SUM

If a Retired Participant dies before receiving all remaining Employee Contributions (including UV & HP plus any accrued interest at retirement), and there are no survivor benefits, the surviving spouse will receive any remaining benefit balance, less the benefits previously paid to the Participant. If there is no spouse, the named Beneficiary will receive the remaining benefit.

Any benefits that should have been paid to a Participant prior to their death (UV & HP, stale dated checks, etc.) are payable to their estate.

LIFE INSURANCE BENEFIT

There is no restriction on whom you may designate as your beneficiary to receive this benefit and you may change your designated beneficiary at any time after you retire.

Important: If your beneficiary does not claim their benefit within two years of your death, the life insurance benefit will be forfeited.

RETIREE HEALTH BENEFITS

Your Retirement Benefit Estimate Summary indicates whether you meet the requirements for Retiree Health benefits. If you are eligible, your Retirement Counselor will review the Retiree Health Plan benefits, rules and requirements with you during your counseling session and provide you with any required enrollment forms. Once granted, Retiree Health benefits will be paid for your lifetime provided there are sufficient funds available in the MPI Trust to continue to do so. Your eligible dependents may be entitled to continue coverage upon your death. Specific information about benefit coverage may be found in the Retiree Health Plan's Summary Plan Description.

CHANGES TO YOUR HEALTH PLAN WHEN YOU RETIRE

Beginning on your retirement date, you will be covered by MPI's Retiree Health Plan. Most of your benefits under the Retiree Health Plan remain the same as under the Active Health Plan. However, there are a few key differences to note, including:

- Affordable Care Act coverage of **Adult Dependent Children** does not apply to the Retiree Health Plan. Therefore, if you are covering any Adult Dependent Children over the age of 19, **their MPI health coverage will be terminated immediately upon your retirement.** Please discuss the status of your dependents' eligibility with your Retirement Counselor prior to finalizing your retirement date.
- **Once you reach age 65 or if you become disabled, MPI will begin processing your medical claims as your secondary health plan.** MPI assumes that you enroll in Medicare (Parts A and B) as soon as you are eligible and that Medicare will pay as your primary health plan. **This change is effective regardless of your Medicare enrollment status.** Please see the Coordination of Benefits section for more information.
- Substance abuse and mental health benefit coverage will change. Most notably, Inpatient, Residential and Partial/Day Treatment coverage will be reduced from 50 Days per Calendar Year covered at 100% to 14 Days per lifetime.
- Prescription Drug co-payment amounts will change.
- You will no longer be required to pay health premiums.

If you work or are guaranteed more than 400 hours in a Qualifying Period after the two months following your retirement date, you will be automatically transferred to the Active Health Plan (**Health Premiums required**) on the first day of the next Eligibility Period. As long as you work the required number of hours in a given Qualifying Period, you will participate in the Active Health Plan. (Retirees participating in the Active Health Plan are not eligible to accrue a

Bank of Hours.) If you work fewer than 400 hours in a Qualifying Period, you will immediately be returned to the Retiree Health Plan.

COORDINATION OF BENEFITS (COB)

Coordination of Benefits (COB) is a health claims paying process that MPI uses whenever you have other primary insurance, such as Medicare, in addition to your MPI health coverage. It is designed to keep your different health plans from duplicating payment on your claims.

ORDER OF BENEFITS DETERMINATION

When you have two or more health plans, one is considered “primary” and pays on your claims first; the next plan is considered “secondary” and processes the remainder of the claim, based on a formula. A process called Order of Benefit Determination is used to identify which plan becomes your primary and secondary coverage. In general, if you are eligible for Medicare or if you are working outside the Industry and have access to an employer’s group health plan, MPI will be your secondary health plan. **Important: Having more than one health plan does not guarantee 100% payment of your health claims.**

PARTICIPANT’S FINANCIAL RESPONSIBILITY

Like MPI, your other health plans may require you to pay co-payments, premiums and a portion of the charges not covered by the health plan, called co-insurance. For in-network MPI claims paid at 90% of the allowed amount, the co-insurance you would be responsible for paying is the remaining 10% of the allowed amount. (Note that the allowed amount may not be the same as the billed amount.) By obtaining services from in-network providers, you can avoid having to pay any additional remaining balance of the provider’s billed amount (*i.e.*, charges in excess of the allowed amount). If you receive services from out-of-network providers, you may be “balance billed” by the provider for the remaining charged amount and you will be responsible for paying that amount.

MEDICARE ELIGIBILITY

When you, your spouse, same-sex domestic partner or any dependents become eligible for Medicare benefits due to reaching age 65 or upon disability, MPI will automatically become your secondary health plan (even if you do not enroll in Medicare) and will pay your claims in accordance with COB guidelines.

To ensure you maintain maximum health coverage for you and your dependents, contact the Social Security Administration at (800) 772-1213 to enroll in Medicare Parts A and B as soon as you or your dependents are eligible.

When you have two or more health plans, one is considered “primary” and pays on your claims first. The next plan is considered “secondary”. MPI will be your secondary health plan.

LIFE INSURANCE

Different levels of life insurance coverage are provided to Participants in the Active and Retiree Health Plans. If you are eligible for Retiree Health, upon exhausting any remaining balance in your Bank of Hours, you will transition from the Active Health Plan to the Retiree Health Plan.

CHANGE OF POLICY LIMITS

Upon transition from the Active Health Plan to the Retiree Health Plan, your life insurance coverage will be reduced from \$10,000 to \$2,000.

If you return to work after retirement and qualify for Active Health Plan benefits, your life insurance coverage will revert to Active Health Plan coverage unless you converted a portion of your Active Plan group policy to an individual policy at retirement.

CONVERSION TO A PRIVATE POLICY

When you transition to the Retiree Health Plan you have the option of converting up to \$8,000 of your prior Active Plan group life insurance coverage to an individual policy with Union Labor Life Insurance Company. You may transition to this new individual policy without undergoing a physical examination.

You have 31 days from the effective date of your enrollment in the Retiree Health Plan to complete this conversion.

If you convert any portion of your life insurance policy and then return to work and qualify for Active Health Plan benefits, your life insurance coverage will increase only as much as the amount you did not convert. For example, if you converted \$5,000 of your Active Plan group life insurance to an individual policy at retirement, then upon re-qualifying for the Active Health Plan you would be eligible for only \$5,000 in life insurance coverage.

RETURNING TO WORK AFTER RETIREMENT

To be considered a Retiree under the Pension Plan and the IAP, you must not work in the Industry at all for the two calendar months immediately following your retirement date.

If you work in the Industry during the first two months following your retirement date, your monthly pension payments will stop and your IAP payment will not be processed until you complete two consecutive calendar months in which no Industry work is performed.

After the first two months following your retirement date, you may choose to return to work in the Industry. However, if you work or are guaranteed 40 hours or more in a Payroll Month, your benefit payment will be suspended for a Month of Suspendable Service. This means that you will not receive the portion of your retirement benefit that was derived from employer contributions for that month. (For many Participants, this is their entire monthly benefit amount.) If any portion of your monthly benefit payment came from contributions you made to the MPI prior to 1990, you will continue to be paid this portion of your benefit each month, if there is no overpayment. Full monthly benefits may resume within 60 to 90 days once the Pension Plan has verified that you have worked less than 40 hours in the Industry and once MPI has fully recovered any overpayments made to you.

UNREDUCED EARLY RETIREMENT

If you retire with Unreduced Early Retirement benefits and you work 400 or more Credited Hours in a Computation Year prior to reaching age 65, you will forfeit all future monthly pension benefits until the month following your 65th birthday.

ADDITIONAL PENSION AND IAP BENEFITS EARNED DURING RE-EMPLOYMENT

You can earn additional Pension and IAP benefits as a retiree by working 870 or more Credited Hours in any Computation Year following retirement.

- If you are re-employed before age 65, the accrued benefit adjustment will be made after your 65th birthday. Any IAP benefit will be paid in a lump-sum after the end of the Computation Year in which you reach age 65.
- If you are re-employed after age 65, any accrued benefit adjustment will be made, if applicable, at the beginning of the following Plan Year.

If you return to work in the Industry, you must inform MPI in writing within one week of your re-employment. Failure to notify MPI could result in an overpayment of benefits. MPI will recover any overpayments through reductions in your future benefit payments or suspension of benefits until the overpayments have been repaid to MPI.

RE-EMPLOYMENT AFTER AGE 70½

If you return to work in the Industry, beginning on April 1 following the year you reach age 70 1/2, you may work unlimited hours and still receive Pension benefits. However, any additional benefits earned while re-employed will be offset by the actuarial value of the monthly payments made for any Months of Suspendable Service.

CHANGING YOUR ADDRESS

It is important to update your contact information with MPI whenever you move or change your mailing address. Address changes must be submitted in writing to MPI using a Change of Address form. The Change of Address Form is available online at www.mpiphp.org.

DIRECT DEPOSIT

If you choose to receive your monthly pension benefit by direct deposit, your benefit payment will be automatically transferred to your bank account on the first day of the month. Direct deposit is faster and more efficient than mail delivery. If you choose to receive your pension check by mail, MPI will mail it to you on the last working day before the first of each month.

Note: Direct Deposit is not available for bank accounts outside the U.S. or trust accounts.

LIVING OUTSIDE THE UNITED STATES

Important: Medicare does not pay benefits for care received outside the United States.

If you're under 65 and live outside the United States after retirement, your MPI health claims will be paid as out-of-network at 50% of the Allowed Amount.

If you're over 65 and eligible for Medicare, MPI will pay your claims as your primary health plan at 50% the Allowed Amount.

Please notify your Retirement Counselor if you plan to move outside of the United States after you retire.

POWER OF ATTORNEY

If you become incapacitated, a Durable Power of Attorney, Guardianship or Conservatorship will be required in order for someone else to handle your retirement transactions, including changes of address.

If you submit an Original or Certified copy of a Durable Power of Attorney, you must also submit a doctor's certification of incapacitation.

QUESTIONS

MPI understands that making the decision to retire can be complicated and that you will have many questions throughout the retirement process. MPI's Retirement Counselors are there to help. Make an appointment today by calling toll-free **(855) 275-4674**.



The following is the official MPIPHP contact information:

MPIPHP PARTICIPATION SERVICE NUMBERS

PHONE: (855) 275-4674
EMAIL: service@mpiphp.org
WEBSITE: www.mpiphp.org

MPIPHP OFFICE ADDRESS

11365 Ventura Blvd
Studio City, CA 91604-3148
Phone: (818) 769-0007
Fax: (818) 766-1229

MPIPHP MAILING ADDRESS

Motion Picture Industry Pension
& Health Plans (MPIPHP)
P.O. Box 1999
Studio City, CA 91614-0999