

MARCH | 2023

MPI GUIDE TO RETIREMENT

The Road To Retirement

STEP-BY-STEP INSTRUCTIONS
TO ENSURE A SMOOTH RETIREMENT

**Important Decisions
You Need To Make**

**Re-Employment
After Retirement**

**Retiree Health
Benefits**



This publication contains important information about your rights under the Motion Picture Industry Pension & Health Plans. Please keep it with your Summary Plan Description for future reference.

DEAR PARTICIPANT:

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”), the Motion Picture Industry Individual Account Plan (the “IAP”), and the Motion Picture Industry Health Plan (the “Health Plan”) (collectively, the “Plans”) before and after your retirement date. Additionally, you will find important information about changes to your benefits that occur upon retirement.

Please review this document carefully prior to your counseling appointment. During your appointment, your counselor will provide you with a better understanding of MPI’s retirement plans, review important dates, deadlines and answer any other related questions. An assigned benefit analyst will be available by phone and email to assist you throughout the retirement process.

If you have not already scheduled an appointment to meet with a retirement counselor, please schedule an appointment using the “Contact” section of MPI’s website or call the Participant Services Center toll-free at (855) 275-4674.

Please note that detailed information about your benefits is located in your Pension Plan and IAP *Summary Plan Descriptions* (“SPD”), and the SPDs for the Motion Picture Industry Health Plan for Active Participants (the “Health Plan for Active Participants”) and the Motion Picture Industry Health Plan for Retired Participants (the “Health Plan for Retired Participants”). **In the event there is any difference between the terms set forth in an SPD and the terms set forth in this document, the terms of the SPD (including any subsequent modifications) will govern.**

Sincerely,

BOARD OF DIRECTORS

Motion Picture Industry Pension Plan

Motion Picture Industry Individual Account Plan

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MPI PARTICIPANT SERVICES CENTER

Email

Please use the Contact Us tab on the left side of the MPI website.

Call Toll-Free

(855) ASK-4MPI or (855) 275-4674
Hours: 6 am to 6 pm (Pacific Time)

Fax

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145 Hudson Street, Suite 6-A
New York, New York 10013
(212) 634-5252

(888) 758-5200 – Toll Free

Hours: 9 am to 5 pm (Eastern Time)

The Plans maintain administrative offices in California and New York.

Our West Coast office maintains all records pertaining to your eligibility and processes all claims for benefits. Please address any inquiry, claim or correspondence to the West Coast office, and remember to include the Participant’s Social Security Number or identification number.

For information regarding health plan benefits, please contact MPI at the California office number listed above.

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Retirement Process Timeline

This chart provides an overview of important deadlines throughout the retirement process.



6-12 MONTHS

BEFORE RETIREMENT

- ▶ **Plan and research your retirement options and eligibility.**
- ▶ Contact the Plans for a benefit estimate.
- ▶ Decide on your desired Retirement Date.



3-6 MONTHS

BEFORE RETIREMENT

- ▶ **Request an initial one-page Retirement Application declaring your intent to retire and lock-in a Retirement Date.**
- ▶ Complete your retirement application.
- ▶ Gather required documents.
- ▶ **Apply for Medicare Parts A and B, if age 65 or older.**



2 MONTHS

BEFORE RETIREMENT

- ▶ **Your Retirement Application is due.**

For example, if your desired Retirement Date is June 1st, your retirement application must be submitted no later than March 31st. You may submit your application as early as six months before your desired Retirement Date.

- ▶ Your Benefit Election Package will be sent approximately two months before your selected Retirement Date, but only after receiving your initial Retirement Application.
 - ▶ Schedule appointment with a retirement counselor after receiving your Benefit Election Package.



30 DAYS

BEFORE RETIREMENT

- ▶ **Benefit election and retirement forms are due.**
- ▶ **Required legal documentation is due.**
- ▶ **Any election changes must be made prior to your retirement date.**



RETIREMENT DATE

- ▶ **Receive your first monthly Pension Plan payment.**



0-2 MONTHS

AFTER RETIREMENT

- ▶ **Relax! No working in the motion picture Industry during this period.**
- ▶ Your IAP retirement affidavit will be sent to you at the end of this period.



AFTER 2 MONTHS

NO-WORK PERIOD

- ▶ **Your IAP lump sum payment will be sent within two weeks following receipt of your retirement affidavit.**
 - ▶ You may return to work in the Industry, but your monthly pension benefit may be suspended if you work 50* hours in a Payroll Month.

**Changed from 40 hours effective December 22, 2019.*

In the event there is an inconsistency between this written communication and the provisions of the Pension Plan and IAP Trust Agreements, the provisions of the Pension Plan and IAP Trust Agreements shall govern.



THE Road TO Retirement

STEP-BY-STEP INSTRUCTIONS TO ENSURE A SMOOTH RETIREMENT

STEP

1

REVIEW YOUR READINESS TO RETIRE

Are you financially ready to retire?

Review your Accrued Benefit Summary on the Participant website at www.mpiphp.org 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.

If you are married, you may review your other estimated benefit payment options, including various forms of Joint and Survivor Annuities, online. You may also contact MPI for a Retirement Benefit Estimate, which will be sent by mail. Consider which benefit payment option will best meet your financial needs during your lifetime or the lifetime 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 them.

IMPORTANT!

All Participants are required to receive a Late Retirement Pension Benefit no later than the April 1 following the year they reach age 70 ½, but may defer the commencement date to April 1 of the year following attainment of the applicable age. The “applicable age” is age 72 for persons who attain age 72 on or before December 31, 2022, and 73 for persons who attain age 72 after December 31, 2022.



STEP

2

SUBMIT YOUR RETIREMENT APPLICATION

Completion of a Retirement Application notifies the Plans that you intend to stop working in the Industry, and that you wish to begin receiving any benefits you are eligible for under the Pension Plan, the IAP and/or the Health Plan for Retired Participants.

You may submit your Retirement Application as early as six months (180 days) before your requested Retirement Date and no later than two complete calendar months prior to your selected retirement date.

After receipt of your Retirement Application at MPI, you will receive a Retirement Benefit Election Package.

IMPORTANT!

If your Retirement Application is not submitted at least two complete calendar months before your requested retirement date, your Retirement Application will be canceled and you will be requested to submit a new application.

STEP

3

GATHER YOUR REQUIRED LEGAL DOCUMENTS

You are required to submit certain legal documentation to the Plans before your retirement benefits can be processed. These documents must be submitted to the Plans 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, Real ID, residency card or Certificate of U.S. Naturalization issued by U.S. Citizenship and Immigration Services.

Proof of Social Security Number or Tax Identification Number

You must submit proof of a valid Social Security Number or Tax Identification Number.

IF MARRIED:

Proof of Marriage

You must submit legal evidence of your marriage to your spouse.

Proof of Spouse's or Beneficiaries' Social Security Number(s) or Tax Identification Number

You must submit proof of their Social Security Number or Tax Identification Number(s).

Proof of Your Spouse's Age

IF DIVORCED:

Proof of Divorce

You must submit a complete conformed copy of the **Final** Dissolution of Marriage and the Property Settlement Agreement for all previous spouses. This is to verify that your prior spouse(s) has no claim on your benefit. If a former spouse is deceased, the Plans will require a copy of the death certificate.



STEP 4

MEET WITH A RETIREMENT COUNSELOR

An essential part of the Plans' retirement process is meeting with a retirement counselor. The Plans' retirement counselors are here 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 and your loved ones. Since many of the decisions you will make during the retirement process will impact your spouse and require his or her signature to consent, please have your spouse attend the counseling session with you.

To request an appointment with a retirement counselor, please access the MPI website under the Contact section or call the Participant Services Center toll-free at (855) 275-4674.

Your retirement counselor will verify that all the required forms are complete and the necessary documents are in good order, and will accept them in person. Alternatively, you may mail in the forms and documents to the Plans' office and schedule a phone counseling session.

STEP

5

CONFIRM YOUR FIRST PAYMENT DATE

Once all your forms and supporting documents are received and accepted by the Plans, you will receive a Benefit Confirmation Letter approximately one week before your Retirement Date.

The Plans' office will contact you in case there are any missing documents.

STEP

6

RETIRE DO NOT WORK FOR TWO MONTHS

Your first pension benefit payment will be made on your Retirement Date. For those electing direct deposit, the payment will be made on or before your Retirement Date. If you choose to receive your benefit payment by check, you will receive your first payment after your Retirement Date.

STEP

7

RETURN YOUR RETIREMENT AFFIDAVIT

At the end of the two months immediately following your Retirement Date, the Plans will send you an affidavit to complete certifying that you did not work in the Industry during this time. Once the Plans receive your signed Retirement Affidavit, your IAP benefit can be processed within two weeks.

Overview

Retirement Documents



RETIREMENT APPLICATION

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

RETIREMENT BENEFIT ESTIMATE SUMMARY

Upon your request, the Plans will provide you with an estimate of how much your Pension Plan 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 the Plans. Your final benefit amount may differ due to actual hours as of your retirement date. In addition, there may be tax withholdings on any benefit payments made to you.

RETIREMENT BENEFIT ELECTION FORM

This may be the most important form you submit. It tells the Plans which benefit payment option you select and who you designate 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 \$200.00.

TAX WITHHOLDING ELECTION FORM

Use this form to tell the Plans 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, the Plans will automatically withhold taxes as if you are single with no other adjustments on your IRS W-4P withholding election form. Each January you will receive a 1099-R from the Plans for use in completing your tax returns. The withholding rules for lump sum distributions are different and are summarized on the next page.

DIRECT DEPOSIT AUTHORIZATION FORM

This form allows the Plans to deposit your monthly benefit payments directly into the bank account of your choice. Please note

that your Pension Plan benefit payments cannot be directly deposited into a trust account or a money market account.

ACKNOWLEDGMENT OF MEDICARE ENTITLEMENT

Upon becoming eligible for Medicare, the Health Plan for Retired Participants will become your secondary health plan, unless you are enrolled in a Medicare Advantage plan. This is only applicable if you and your dependents are eligible for the Health Plan for Retired Participants. You must enroll in Medicare Parts A & B when you qualify due to age, disability or End Stage Renal Disease (ESRD). This form is an acknowledgment that you understand that payment of your 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 the Health Plan for Retired Participants, you may be required to submit new health enrollment forms.

!important

DECISIONS YOU NEED TO MAKE

1

DISTRIBUTION

OF YOUR PENSION PLAN AND INDIVIDUAL ACCOUNT PLAN BENEFITS

Upon retirement, you are required to begin taking distribution of your Pension Plan and, if applicable, IAP benefits.

PENSION PLAN AND IAP

If the present value of your Pension Plan 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.

PENSION PLAN

If the present value of your Pension Plan account balance is more than \$5,000, but not more than \$10,000, the benefit may

be paid as a lump sum, but will require spousal consent, if you are married.

IAP

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. You may also choose to receive a lump sum (cash or qualified rollover) with spousal consent, if applicable.

Note:

The annuity option for IAP is serviced by a third party insurance company.

2

PAYMENT OPTIONS

OF YOUR PENSION PLAN AND INDIVIDUAL ACCOUNT PLAN BENEFITS

Depending on your marital status on your Retirement Date, you will have one or more of the following benefit payment options from which to choose. Please review your Retirement Benefit Estimate or your Benefit Election Form to help determine which option is best for you and your family.

Selecting a benefit payment

option is a critical decision. Your choice of benefit payment option cannot be changed once your retirement benefits commence.

If you choose to receive both your pension and IAP benefits as annuities, you must select the same benefit payment option for both benefits.

LUMP SUM PAYMENTS



\$5,000

OR LESS
AUTOMATICALLY
PAID IN A SINGLE
LUMP SUM



\$5-10K

PENSION PLAN
BENEFIT
CAN BE PAID IN A
SINGLE LUMP SUM



SUBJECT TO

20%

IRS INCOME TAX
WITHHOLDING



**TO AVOID TAX
WITHHOLDING +
PENALTIES:**

You may elect to have the lump sum paid as a direct rollover to an IRA, a Roth IRA or to another qualified plan.

PARTICIPANT OPTIONS



MARRIED PARTICIPANTS

- ▶ Life Annuity Benefit
- ▶ Qualified Joint & 50% Survivor Annuity Benefit
- ▶ Joint & 100% Survivor Annuity Benefit
- ▶ Joint & 75% Survivor Annuity Benefit
- ▶ Joint & 50% Pop-up Annuity Benefit
- ▶ Joint & 100% Pop-up Annuity Benefit
- ▶ Ten-Years-Certain and Life Annuity Benefit



UNMARRIED PARTICIPANTS

- ▶ Life Annuity Benefit



UNMARRIED PARTICIPANTS WITH CHILDREN

- ▶ Life Annuity Benefit
- ▶ Ten-Years-Certain & Life Annuity Benefit

LIFE ANNUITY BENEFIT

This option provides a monthly lifetime benefit payment to the Participant only. No benefit will be paid to any survivor.

QUALIFIED JOINT & 50% SURVIVOR ANNUITY BENEFIT

The Employee Retirement Income Security Act of 1974 (“ERISA”) requires a married Participant to retire with a Qualified Joint & 50% Survivor Annuity Benefit, unless the Participant elects another available option with his/her 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.

If your spouse predeceases you after your retirement date, the Joint & 50% Survivor Annuity Benefit 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 BENEFIT

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 Benefit and the Qualified Joint & 50% Survivor Annuity Benefit.

JOINT & 75% SURVIVOR ANNUITY BENEFIT

This option is similar to the Qualified Joint & 50% Survivor Annuity Benefit 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 Benefit.

JOINT & 100% SURVIVOR ANNUITY BENEFIT

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 BENEFIT

The Joint & 100% Survivor Pop-up Annuity Benefit is similar to the Joint & 50% Survivor Pop-up

3

BENEFICIARIES

OF YOUR PENSION PLAN AND INDIVIDUAL ACCOUNT PLAN BENEFITS

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 Benefit.

TEN-YEARS-CERTAIN & LIFE ANNUITY BENEFIT

This option provides you with a monthly lifetime Pension Plan 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 is not extended by the re-employment period.

Note

Regardless of divorce or remarriage during retirement, only the spouse you were married to on your retirement date is eligible for the Survivor Annuity (if you elected one of the Joint and Survivor Annuity options).

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 the Pension Plan and/or the IAP 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.

Annuity Option

Married Participants may elect, with the consent of the spouse to whom they are married on their Retirement Date, 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.

Unmarried Participants without children must elect 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.

Lump Sum Option

If a Retired Participant dies before receiving all remaining Employee Contributions (including Unclaimed Vacation & Holiday Pay, plus any accrued interest at retirement), and there are no



survivor benefits, the surviving spouse will receive any remaining benefits attributable to Employee Contributions (including Unclaimed Vacation and Holiday Pay). 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 his or her death (Unclaimed Vacation & Holiday Pay, stale dated checks, etc.) are payable to the beneficiary on record or the Participant's estate, if no beneficiary is designated.

LIFE INSURANCE BENEFIT

There is no restriction on who you may designate as your beneficiary to receive your Life Insurance Benefit. 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 Package will indicate whether you meet the requirements for the Health Plan for Retired Participants. If you are eligible, your Retirement Counselor will review the Health Plan for Retired Participants rules and requirements with you.

Once granted, Health Plan for Retired Participants will be offered for your lifetime without you having to pay premiums provided there are sufficient funds available in the Plans 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 Motion Picture Industry Health Plan for Retired Participants *SPD*.

QUALIFICATION REQUIREMENTS

Participation in the Health Plan for Retired Participants is only available upon retirement from the Motion Picture Industry Pension Plan if either of the following requirements are met:

- ▶ 20 Qualified Years and 20,000 Credited Hours; or

- ▶ 15 Qualified Years and 20,000 Credited Hours¹ for which contributions have been paid to the Health Plan for Retired Participants.

EFFECTIVE DATE

- ▶ **Age 62**
Retired with 15 Qualified Years and 20,000 Hours¹ if certain conditions are met;
- ▶ **Age 62**
Retired with 20 Qualified Years and 20,000 Hours;
- ▶ **Age 61**
Retired with 30 Qualified Years and 55,000 Hours;
- ▶ **Age 60**
Retired with 30 Qualified Years and 60,000 Hours;
- ▶ **Any age**
Retired with 10 Qualified Years and 10,000 Hours, and:
 - 1 Totally and permanently disabled at the time of retirement;
 - 2 Not on a Break-in-Service; and
 - 3 Entitled to a Social Security Administration disability award (or terminally ill).

BENEFIT CHANGES UPON RETIREMENT

The effective date of your Retiree Plan benefits is determined by the number of Qualified Years and hours you have, as well as the age at which you retire. While most of your benefits under the Health Plan for Retired Participants remain the same as when you were in the Health Plan for Active Participants, there are a few differences of which you should be aware:

- ▶ If you retire under the age of 65, you will be enrolled in the regular Health Plan for Retired Participants. This plan includes mental health and chemical dependency benefits through OptumHealth with the following restrictions:
 - Inpatient hospital stay for psychiatric care is limited to coverage for the first through fourteenth day of confinement

¹ To qualify, you must have at least 3 Qualified Years after the year you turn age 40, and at least one Qualified Year in any of the Plan years 2000 through 2015.

RETIREE'S PRESCRIPTION	RETAIL CO-PAYMENT (30-DAY SUPPLY)	MAIL ORDER CO-PAYMENT (90-DAY SUPPLY)
Generic Drug	\$5	\$12
Preferred Brand Drug	\$20	\$50
Non-Preferred Brand Drugs	\$30	\$75

- ▶ Your prescription co-pays will change per the chart above.
- ▶ Dependent children are covered only until age 19 unless they satisfy the requirements of being a full-time student, in which case coverage may continue until attainment of age 23, or graduation, whichever comes first.

WORK AFTER RETIREMENT

If you re-qualify for eligibility in the Health Plan for Active Participants on the basis of hours worked after the date of your retirement certification, you will be transferred to the Health Plan for Active Participants for full benefits on the first of the subsequent Period. When earned Employee benefits are exhausted, you will immediately be returned to the Health Plan for Retired Participants.

Note

The Board of Directors may change the benefits available under the Health Plan for Retired Participants at any time. There is no guarantee that these benefits will remain the same after you retire.

over the lifetime of the individual Participant or his/her eligible dependents.

- Admission for alcoholism, narcotic addiction or abuse is limited to coverage for the first through third day of confinement over the lifetime of the individual Participant or his/her dependents.
- ▶ If you retire over the age of 65, which is Medicare age, you will be enrolled in the Anthem Medicare Preferred PPO plan, provided you have enrolled in Medicare Parts A and B by age 65 or three months before your retirement date. This plan offers mental health services, including hospitalization services through the Anthem Medicare Preferred PPO plan, with the following restrictions.
 - Inpatient hospital stay must occur at a psychiatric hospital or psychiatric unit of a general hospital.
 - Mental health services must be provided by a state-licensed psychiatrist or doctor, clinical psychologist, clinical social worker, clinical nurse specialist, nurse practitioner, or other Medicare qualified mental health care professional.

In addition, as a retiree, the following will occur:

- ▶ Your life insurance benefit amount will be reduced from \$10,000 to \$2,000. You may convert between \$500 and \$8,000 of your group life insurance to a private policy with the Union Labor Life Insurance Company without a physical examination. If you are interested in this conversion, contact the Plans' office immediately upon the termination of your Health Plan for Active Participants life insurance. There is no Accidental Death and Dismemberment insurance when you retire.



Coordination of Health Benefits

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 may process the remainder of the claim, based on a formula. A process called Order of Benefit Determination is used to identify which plan is your primary and which plan is your secondary insurance. In general, if you are eligible for Medicare and you are working outside the motion picture Industry and have access to an employer’s group health plan, the Motion Picture Industry Health Plan for Retired Participants will be your secondary insurance.

IMPORTANT!

Having more than one health plan does not guarantee 100% payment of your health claims.

FINANCIAL RESPONSIBILITY

Like the Health Plan for Retired Participants, 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 Health Plan for non-medicare eligible Retired Participants 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. Please 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 or any dependents become eligible for Medicare benefits due to reaching

age 65 or upon disability, the Health Plan for Medicare Eligible Retired Participants will be the Anthem Medicare Preferred PPO plan. You must enroll in Medicare Part A and B to be enrolled, otherwise you will not have medical and hospital coverage through MPIHP.

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.

re-employment

After Retirement



To be considered a Retiree under the Pension Plan and the IAP, you **MUST NOT work in the motion picture Industry at all for the two calendar months immediately following your Retirement Date.**

WORKING AFTER RETIREMENT

If you perform any work in the Industry during the first two months following your Retirement Date, your monthly Pension Plan payments will be suspended 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 50 hours¹ or more in a Payroll Month, your benefit payment will be suspended for a Month of Suspendible Service.

Full monthly benefits may resume within 90 days once the Pension Plan has verified that you have worked less than 50 hours¹ in the Industry.

UNREDUCED EARLY RETIREMENT PENSION BENEFIT

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

ADDITIONAL PENSION PLAN AND INDIVIDUAL ACCOUNT PLAN BENEFITS EARNED DURING RE-EMPLOYMENT

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

- ▶ 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 the Plans in writing within one week of your re-employment. Failure to notify the Plans could result in an overpayment of benefits. The Plans will recover any overpayments through reductions in your future benefit payments or suspension of benefits until the overpayments have been repaid to the Plans.

1. Changed from 40 hours effective December 22, 2019.

Other Relevant Information



CHANGING YOUR ADDRESS

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



DIRECT DEPOSIT

Direct deposit is faster and more efficient than mail delivery. 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. If you choose to receive your pension check by mail, the Plans will mail it to you on the last working day before the first of each month.

Direct deposit is not available for bank accounts outside the United States or for trust accounts. The Direct Deposit Authorization Form is available online at www.mpiphp.org; you will need to log in to complete this form.



LIVING OUTSIDE THE UNITED STATES

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

If you are under 65 and live outside the United States after retirement (or received services outside the United States), your Health Plan for Retired Participants claims will be paid as out-of-network at 50% of the allowed amount.

Provided you update your records with the Motion Picture Industry Health Plan to reflect a foreign address, if you are over 65 and eligible for Medicare, your Health Plan for Retired Participants will pay your foreign claims as your primary health plan at 50% of the allowed amount.

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

Direct deposit is not available to overseas (non-U.S. banks.) If you elect to receive checks at a foreign address, the timing of the receipt of your payment will be subject to overseas postal delivery norms.



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 a Durable Power of Attorney, you must also submit a physician's certification of incapacitation.



QUESTIONS

We understand that making the decision to retire can be complicated and that you will have many questions throughout the retirement process. The Retirement Counselors are here to help. Make an appointment by accessing the "Contact" section of the MPI website or calling toll-free to (855) 275-4674.



PARTICIPANT SERVICES CENTER

Email

Contact Us at
www.mpiphp.org

Call Toll-Free

(855) ASK-4MPI or
(855) 275-4674
Hours: 6 am to 6 pm
(Pacific Time)

Fax

(818) 766-1229 – California
(212) 634-4952 – New York

Website

www.mpiphp.org

Mailing Address

MPIPHP
P.O. Box 1999
Studio City, CA 91614-0999

Office Locations

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Studio City, California 91604
(818) 769-0007

Hours: 8 am to 5 pm
(Pacific Time)

145 Hudson Street, Suite 6-A
New York, New York 10013
(212) 634-5252

(888) 758-5200 – Toll Free
Hours: 9 am to 5 pm
(Eastern Time)